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SFCSC FISCAL YEAR 1992-1993

SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

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SALARY AND WAGE SURVEY
PRELIMINARY
STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 January 27, 1992

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SFCSC FISCAL YEAR 1992-1993

SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

SALARY AND WAGE SURVEY
PRELIMINARY
STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 January 27, 1992

SALARY SURVEY REPORT

1992-93

PLEASE NOTE: THE 1991-92 SALARIES INDICATED IN THIS REPORT ARE THE BASE RATES (DOES NOT INCLUDE PAY EQUITY) CURRENTLY PAID AND ARE NOT THE RATES APPROVED FOR 1991-92 BY THE CIVIL SERVICE COMMISSION IN MARCH, 1991.

THE DATA INCLUDED IN THIS REPORT WERE COMPILED PRIOR TO JANUARY, 1992 AND RECOMMENDATIONS BASED THEREON ARE PRELIMINARY. IN PARTICULAR, CURRENT PRIVATE INDUSTRY DATA WERE NOT RECEIVED IN TIME FOR INCLUSION IN THIS PUBLICATION.

THE CIVIL SERVICE COMMISSION WILL PRESENT TO THE BOARD OF SUPERVISORS FINAL SALARY RECOMMENDATIONS FOR 1992-93 BASED ON THE LATEST PRIVATE AND PUBLIC SECTOR DATA AVAILABLE CIRCA MID MARCH 1992.

7 171 48550 SFPL 12/20/02 SFPL: ECONO JRS 79

PROPOSITION B - COLLECTIVE BARGAINING

In November, 1991 the electorate approved Proposition B which added Section 8.409 to the Charter which allows represented Miscellaneous employees to engage in collective bargaining to set wages, benefits and working conditions. Employees who are unrepresented as provided by Propositon B are no longer subject to Charter Sections 8.401 and 8.407. They are now subject to new Charter Section 8.409.

Therefore, and as a result of unresolved representation elections and administrative appeals, some classes in this report may be subject to Charter Section 8.409. In such cases affected classes appear in this Salary Survey Report for informational purposes only.

SALARY SURVEY REPORT

1992-93

In accordance with applicable provisions of the Charter of the City and County of San Francisco, data displayed on the following pages were collected for 55 "benchmark" classifications by the Civil Service Commission staff from Bay Area public agencies in the counties of Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara; the ten most populous cities in these counties; San Jose, Oakland, Daly City, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara, Sunnyvale; and agencies of the State and Federal governments, school districts and other special districts in the six Bay Area Counties.

Where it was determined that insufficient salary and wage data were available from Bay Area public jurisdictions, the staff surveyed major public agencies in other parts of the State which employ more than 3,000 persons.

Additionally, private basic pay rate data are included in the survey and were collected by a recognized governmental Bay Area salary and wage survey of private employers in the Bay Area cities and counties listed above.

In collecting data for the benchmark class, the Civil Service Commission staff endeavors to gather data from at least five agencies employing at least two employees for every one City and County employee in the benchmark class. While this is only a general guideline and not a firm rule, efforts are made to achieve that goal.

There are approximately 29,156 permanent positions established in the City and County service, exclusive of certificated personnel in the Board of Education and members of Boards and Commissions. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,615	21,824	Rates set in accordance with generally prevailing wages for like services and working conditions in private employment and in other comparable governmental organizations in the State of California. Charter Section 8.400, 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.
Transit Operators	1	1,833	Rates set yearly, not to exceed the average of the two highest wage schedules paid comparable classifications by transit systems employing not less than 400 transit operators and operating in United States cities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operator Basic Rate $17.55 per hour. (Monthly equivalent $3065).
Police and Fire	39	3,485	Basic rates set through collective bargaining with binding interest arbitration. Charter Sections 8.405 & 8.509.
Airport Police	6	169	

Type of Employment	No. of Classes	No. of Positions	Method
			Q2 Police Officer and H2 Firefighter $3177 to $3679 per month ($18.19 to $21.06 per hour). 9210 Airport Police Officer $3087 to $3568 per month ($17.68 to $20.43 per hour).
Registered Nurse	22	1,390	Rates set yearly not to exceed the highest prevailing salary schedule granted by collective bargaining agreements to comparable registered nurse employees in public and private employment in the counties of Alameda, Contra Costa, Marin, San Mateo, San Francisco and Santa Clara. Charter Section 8.403. 2320 Registered Nurse - $3846 to $4498 per month ($22.02 to $25.75 per hour).
Municipal and Superior Courts	68	451	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate set by Department Head. Charter Section 4.104.

This report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provide that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

Charter Section 8.407, Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. This section is further amplified by the agreement between the parties settling litigation in the Corriea case, San Francisco Superior Court No. 837-759. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoints of the basic rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment.

This Charter Section stipulates that the midpoints from public employment data and the medians from private employment data are to multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the weighted average of the midpoints and median.

This Charter Section further states that the weighted average of the midpoints and medians is to be reduced by ten percent to establish the minimum of the range and extended by ten percent to establish the maximum prevailing rate. This information appears in the starred box.

P R E L I M I N A R Y 1992-93 SALARY SURVEY

BENCHMARK	BUDGETED POSITIONS	SALARY STEP INCREASE	APPROX. %
---- ADMINISTRATOR/MANAGER	180	*	*
1242 PERSONNEL ANALYST	262	1.5	7.5 %
1314 PUBLIC RELATIONS OFFICER	45	1.3	6.5 %
1444 SECRETARY I	3970	1.1	5.5 %
1466 METER READER	50	2.6	13.0 %
1652 SENIOR ACCOUNTANT	448	1.1	5.5 %
1720 DATA ENTRY OPERATOR	171	1.1	5.5 %
1736 COMPUTER OPERATOR II	99	1.2	6.0 %
1760 OFFSET MACHINE OPERATOR	38	1.1	5.5 %
1770 PHOTOGRAPHER	6	1.3	6.5 %
1842 MANAGEMENT ASSISTANT	718	1.3	6.5 %
1872 PROGRAMMER ANALYST	321	1.3	6.5 %

* The Administrator/Manager benchmark is currently pending with the objective of determining the most appropriate benchmark for this series of classes and acquiring related salary data.

BENCHMARK	BUDGETED POSITIONS	SALARY STEP INCREASE	APPROX. %
1934 STOREKEEPER	178	1.6	8.0 %
1952 PURCHASER	38	1.6	8.0 %
2230 PHYSICIAN SPECIALIST	249	2.3	11.5 %
2275 POST M.D. II	204	0.6	3.0 %
2312 LICENSED VOCATIONAL NURSE	1382	2.1	10.5 %
2444 CLINICAL LABORATORY TECH.	115	1.4	7.0 %
2450 PHARMACIST	61	1.7	8.5 %
2574 CLINICAL PSYCHOLOGIST	278	1.5	7.5 %
2604 FOOD SERVICE WORKER	1084	1.2	6.0 %
2624 DIETITIAN	34	1.5	7.5 %
2708 CUSTODIAN	1234	1.1	5.5 %
2760 LAUNDRY WORKER	101	1.1	5.5 %
2903 ELIGIBILITY WORKER	630	2.1	10.5 %
2910 SOCIAL WORKER	565	2.1	10.5 %
3284 RECREATION DIRECTOR	232	1.2	6.0 %
3450 AGRICULTURAL INSPECTOR	6	2.3	11.5 %

BENCHMARK	BUDGETED POSITIONS	SALARY STEP INCREASE	APPROX. %
3542 CURATOR II	39	1.1	5.5 %
3593 INSTRUCTIONAL AIDE I	1375	1.0	5.0 %
3630 LIBRARIAN I	339	1.8	9.0 %
4261 REAL PROPERTY APPRAISER	133	1.9	9.5 %
5204 ASSISTANT CIVIL ENGINEER	892	1.2	6.0 %
5278 PLANNER II	132	1.3	6.5 %
7328 OPERATING ENGINEER	35	1.0	5.0 %
7334 STATIONARY ENGINEER	558	1.1	5.5 %
7344 CARPENTER	361	0.7	3.5 %
7345 ELECTRICIAN	671	0.6	3.0 %
7346 PAINTER	81	0.5	2.5 %
7347 PLUMBER	225	1.3	6.5 %
7355 TRUCK DRIVER	157	1.0	5.0 %
7381 AUTOMOTIVE MECHANIC	614	1.3	6.5 %
7384 TYPEWRITER REPAIRER	26	2.1	10.5 %
7514 GENERAL LABORER	1091	1.2	6.0 %

	BENCHMARK	BUDGETED POSITIONS	SALARY STEP INCREASE	APPROX. %
8146	D.A.'S INVESTIGATOR	310	1.8	9.0 %
8176	TRIAL ATTORNEY	279	1.4	7.0 %
8214	PARKING CONTROL OFFICER	413	2.3	11.5 %
8238	POLICE COMM. DISPATCHER	234	1.4	7.0 %
8260	CRIMINALIST	40	1.5	7.5 %
8304	DEPUTY SHERIFF	750	1.3	6.5 %
8320	COUNSELOR-JUVENILE HALL	112	1.2	6.0 %
8440	PROBATION OFFICER	199	1.8	9.0 %
9220	AIRPORT OPERATIONS SUPVR.	59	1.9	9.5 %
	WEIGHTED AVERAGE	21824	1.3276	6.6381 %

53 BENCHMARKS
RANGE = 2.5% - 13.0%
WEIGHTED AVERAGE = 6.6%

8.407-WK1

SAE/750 1242 PERSONNEL ANALYST.....

1991-92 SALARY SCHEDULE 55.7 APPROX $3018 - $3338 - $3658 MO.
$17.35 - $19.18 - $21.02 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MD EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	74	17.35	19.19	21.03		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	7	18.15	20.03	21.91	140.21	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	16	16.76	20.42	24.07	326.72	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	1	15.41	17.07	18.73	17.07	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
CONTRA COSTA COUNTY	6	19.11	21.17	23.23	127.02	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	1	18.98	20.97	22.96	20.97	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	4	16.78	18.88	20.98	75.52	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SAN MATEO COUNTY	12	19.57	22.02	24.46	264.24	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	13	19.42	21.52	23.62	279.76	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	2	18.43	20.31	22.19	40.62	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF HAYWARD	2	20.16	22.33	24.49	44.66	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF SAN JOSE	10	18.83	20.87	22.90	208.70	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	1	19.06	21.05	23.03	21.05	00.0	0			0			0%	0	0	0- 0- 0- 0
EAST BAY MUNI. UTIL. DIST.	4	20.73	22.55	24.36	90.20	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
U. C. MEDICAL CENTER S.F.	4	14.94	18.68	22.41	74.72	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	12	14.94	18.68	22.41	224.16	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 15	95		.....		1,955.62											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 20.59 HR. 3582 MO.
RATE RANGE 18.53 TO 22.65 HR. 3224 TO 3941 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1201	PERSONNEL TECHNICIAN TRAINEE		47.5	938-1136	0	49.0	1008-1220	2192- 2654	31,842
1203	PERSONNEL TECHNICIAN		48.6	989-1197	10	50.1	1062-1285	2310- 2795	33,539
1229	SPECIAL EXAMINER		34.64 HR		0		37.24 HR		
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR	Z	61.5	1835-2230	8	63.0	1975-2401	4296- 5222	62,666
1232	TRAINING OFFICER	Z	56.7	1457-1765	9	58.2	1565-1899	3404- 4130	49,564
1233	AFFIRMATIVE ACTION SPECIALIST	Z	55.7	1388-1682	15	57.2	1491-1809	3243- 3935	47,215
1234	DIRECTOR OF TRAINING	Z	66.4	2332-2835	1	67.9	2507-3047	5453- 6627	79,527
1235	AFFIRMATIVE ACTION COORDINATOR	Z	66.4	2332-2835	1	67.9	2507-3047	5453- 6627	79,527
1237	TRAINING COORDINATOR	Z	60.7	1765-2145	2	62.2	1899-2309	4130- 5022	60,265
1240	ASSISTANT PERSONNEL ANALYST		51.2	1120-1355	4	52.7	1203-1457	2617- 3169	38,028
*1242	PERSONNEL ANALYST	Z	55.7	1388-1682	74	57.2	1491-1809	3243- 3935	47,215
1244	SENIOR PERSONNEL ANALYST	Z	59.7	1682-2043	36	61.2	1809-2199	3935- 4783	57,394
1246	PRINCIPAL PERSONNEL ANALYST	Z	63.2	1994-2424	11	64.7	2145-2607	4665- 5670	68,043
1248	ASSISTANT DIVISION MANAGER, PERSONNEL	Z	66.4	2332-2835	5	67.9	2507-3047	5453- 6627	79,527
1270	DEPARTMENTAL PERSONNEL OFFICER	Z	63.2	1994-2424	11	64.7	2145-2607	4665- 5670	68,043
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER	Z	66.4	2332-2835	8	67.9	2507-3047	5453- 6627	79,527
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY	Z	66.4	2332-2835	0	67.9	2507-3047	5453- 6627	79,527
1275	MGR, BU. OF PERSONNEL & TRAINING, PUC	Z	68.4	2571-3126	1	69.9	2764-3359	6012- 7306	87,670
1276	DEPARTMENTAL PERSONNEL DIRECTOR	Z	68.4	2571-3126	2	69.9	2764-3359	6012- 7306	87,670
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	66.4	2332-2835	0	67.9	2507-3047	5453- 6627	79,527
1278	DIVISION MANAGER, PERSONNEL		68.4	2571-3126	2	69.9	2764-3359	6012- 7306	87,670
1279	CHIEF OF TECH SELECTION SERVICES		68.4	2571-3126	0	69.9	2764-3359	6012- 7306	87,670
1280	EMPLOYEE RELATIONS ASSISTANT		55.2	1355-1642	1	56.7	1457-1765	3169- 3839	46,067
1281	EMPLOYEE RELATIONS REPRESENTATIVE		61.4	1827-2221	1	62.9	1965-2388	4274- 5194	62,327
1282	PRINCIPAL EMPLOYEE RELATIONS REP		65.4	2221-2700	2	66.9	2388-2902	5194- 6312	75,742
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM	Z	66.4	2332-2835	1	67.9	2507-3047	5453- 6627	79,527
2975	CITIZEN'S COMPLAINT OFFICER	Z	52.6	1197-1450	7	54.1	1285-1558	2795- 3389	40,664
2977	EDUCATION INTEGRATION SPECIALIST	Z	57.4	1506-1827	3	58.9	1618-1965	3519- 4274	51,287
2978	CONTRACT COMPLIANCE OFFICER II	Z	65.7	2252-2737	5	67.2	2424-2946	5272- 6408	76,891
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION		49.1	1013-1226	0	50.6	1088-1316	2366- 2862	34,348
2991	COORDINATOR, HUMAN RIGHTS COMMISSION	Z	61.4	1827-2221	4	62.9	1965-2388	4274- 5194	62,327
2992	CONTRACT COMPLIANCE OFFICER I	Z	58.4	1580-1918	21	59.9	1698-2063	3693- 4487	53,844
2995	AFFIRMATIVE ACTION OFFICER, HRC	Z	52.6	1197-1450	0	54.1	1285-1558	2795- 3389	40,664
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION	Z	57.4	1506-1827	7	58.9	1618-1965	3519- 4274	51,287
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION		46.1	878-1062	0	47.6	943-1141	2051- 2482	29,780
2998	REP, COMM ON THE STATUS OF WOMEN	Z	57.4	1506-1827	2	58.9	1618-1965	3519- 4274	51,287
9702	EMPLOYMENT AND TRAINING SPECIALIST I		51.2	1120-1355	0	52.7	1203-1457	2617- 3169	38,028

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST..... *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	55.7	1388-1682	1	57.2	1491-1809	3243- 3935	47,215
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	59.7	1682-2043	1	61.2	1809-2199	3935- 4783	57,394
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	63.2	1994-2424	1	64.7	2145-2607	4665- 5670	68,043
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	66.4	2332-2835	0	67.9	2507-3047	5453- 6627	79,527
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	70.4	2835-3446	0	71.9	3047-3703	6627- 8054	96,648
9720	SPECIALIST IN AGING I.....		54.2	1291-1565	0	55.7	1388-1682	3019- 3658	43,900
9722	SPECIALIST IN AGING II.....	Z	57.7	1528-1853	5	59.2	1642-1994	3571- 4337	52,043
9724	SPECIALIST IN AGING III.....	Z	60.2	1723-2094	0	61.7	1853-2252	4030- 4898	58,777

NUMBER OF CLASSES THIS BENCHMARK..... 45
NUMBER OF POSITIONS THIS BENCHMARK..... 262

1314 PUBLIC RELATIONS OFFICER................

1991-92 SALARY SCHEDULE 58.2 APPROX $3403 - $3767 - $4130 MO.
$19.56 - $21.65 - $23.73 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	19.56	21.65	23.74		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	0	18.15	20.03	21.91	0.00	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
EAST BAY MUNI. UTIL. DIST.	3	21.31	23.18	25.04	69.54	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	1	23.94	27.25	30.55	27.25	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	8	18.10	22.63	27.16	181.04	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	4	18.10	22.63	27.16	90.52	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 5	16	....			368.35											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 23.02 HR. 4005 MO.
RATE RANGE 20.72 TO 25.32 HR. 3605 TO 4405 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER..... *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
1312	PUBLIC INFORMATION OFFICER.....		53.2	1232-1491	4	54.5	1310-1588	2849- 3454	41,447
*1314	PUBLIC RELATIONS OFFICER.....	Z	58.2	1565-1899	4	59.5	1666-2023	3624- 4400	52,800
1330	CONSUMER RELATIONS REP.....		49.2	1018-1232	0	50.5	1083-1310	2356- 2849	34,191
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	57.9	1543-1871	1	59.2	1642-1994	3571- 4337	52,043
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	63.9	2063-2507	1	65.2	2199-2672	4783- 5812	69,739
1857	DIRECTOR OF INFORMATION.....	Z	67.3	2435-2960	0	68.6	2596-3155	5646- 6862	82,346
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	56.0	1407-1706	0	57.3	1499-1818	3260- 3954	47,450
2553	DIRECTOR OF VOLUNTEER SERVICES, LHH.....	Z	55.1	1349-1634	1	56.4	1436-1740	3123- 3785	45,414
2819	ASSISTANT HEALTH EDUCATOR.....		54.6	1316-1596	6	55.9	1401-1698	3047- 3693	44,318
2822	HEALTH EDUCATOR.....	Z	57.6	1520-1844	13	58.9	1618-1965	3519- 4274	51,287
2823	MENTAL HEALTH EDUCATOR.....	Z	57.6	1520-1844	1	58.9	1618-1965	3519- 4274	51,287
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	61.6	1844-2242	0	62.9	1965-2388	4274- 5194	62,327
2825	SENIOR HEALTH EDUCATOR.....	Z	59.6	1674-2033	6	60.9	1782-2166	3876- 4711	56,533
3532	PROGRAM MGR, KALW RADIO STATION.....	Z	54.9	1336-1618	0	56.2	1421-1723	3091- 3748	44,970
3533	GENERAL MGR, KALW RADIO STATION.....	Z	58.3	1573-1909	0	59.6	1674-2033	3641- 4422	53,061
3535	RADIO ANNOUNCER - OPERATOR.....		52.9	1214-1470	2	54.2	1291-1565	2808- 3404	40,847
7374	CHIEF ENGINEER, KALW RADIO STATION.....	Z	54.9	1336-1618	0	56.2	1421-1723	3091- 3748	44,970
9373	MANAGER OF MARKETING.....	Z	67.5	2459-2989	0	68.8	2621-3187	5701- 6932	83,181
9382	GOVERNMENT & PUBLIC AFFAIRS MGR, PORT...	Z	64.1	2084-2533	1	65.4	2221-2700	4831- 5873	70,470
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	58.2	1565-1899	4	59.5	1666-2023	3624- 4400	52,800
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF		58.5	1588-1927	0	59.8	1690-2053	3676- 4465	53,583
9394	MANAGER, CARGO BUSINESS DEVELOPMENT.....	Z	62.7	1946-2365	1	64.0	2074-2521	4511- 5483	65,798
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	56.2	1421-1723	0	57.5	1513-1835	3291- 3991	47,894

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 45

1991-92 SALARY SCHEDULE 44.1 APPROX $1740 - $1920 - $2101 MO.
$10.00 - $11.03 - $12.07 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
						.... F R I N G E				B E N E F I T S				....		
CITY & COUNTY SAN FRANCISCO	72	10.00	11.04	12.08		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	3936	10.53	11.51	12.51	45303.36	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	20	9.84	10.90	11.95	218.00	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	87	12.02	12.56	13.09	1092.72	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	8	10.13	12.05	13.97	96.40	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	1	10.67	11.73	12.78	11.73	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	9	10.53	11.85	13.16	106.65	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	2	11.43	12.60	13.77	25.20	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	78	12.84	13.34	13.84	1040.52	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF HAYWARD	22	10.78	11.88	12.97	261.36	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	23	11.94	12.59	13.24	289.57	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	7	11.56	12.81	14.06	89.67	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	1	12.85	14.24	15.63	14.24	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SANTA CLARA	7	14.46	16.04	17.61	112.28	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	0	13.26	14.73	16.19	0.00	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	0	8.67	10.14	11.61	0.00	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	0	9.96	10.81	11.65	0.00	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	0	9.83	10.64	11.44	0.00	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 17	4,201		....		48,661.70											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.58 HR. 2014 MO.
R A T E R A N G E 10.42 TO 12.74 HR. 1813 TO 2216 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
1202	PERSONNEL CLERK		44.6	818- 989	36	45.7	862-1042	1875- 2266	27,196
1204	SENIOR PERSONNEL CLERK		47.5	938-1136	17	48.6	989-1197	2151- 2603	31,242
1212	TIMEROLL AUDIT CLERK		47.6	943-1141	7	48.7	994-1203	2162- 2617	31,398
1214	SENIOR TIMEROLL AUDIT CLERK		49.6	1037-1255	0	50.7	1093-1323	2377- 2878	34,530
1216	PRINCIPAL TIMEROLL AUDIT CLERK		52.3	1180-1429	0	53.4	1243-1506	2704- 3276	39,307
1217	CERTIFICATION SUPERVISOR		54.8	1329-1611	1	55.9	1401-1698	3047- 3693	44,318
1218	PAYROLL SUPERVISOR	Z	57.3	1499-1818	5	58.4	1580-1918	3437- 4172	50,060
1220	PAYROLL CLERK		47.6	943-1141	119	48.7	994-1203	2162- 2617	31,398
1222	SENIOR PAYROLL AND PERSONNEL CLERK		49.6	1037-1255	52	50.7	1093-1323	2377- 2878	34,530
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		52.3	1180-1429	17	53.4	1243-1506	2704- 3276	39,307
1226	CHIEF PAYROLL AND PERSONNEL CLERK		54.8	1329-1611	11	55.9	1401-1698	3047- 3693	44,318
1227	TESTING TECHNICIAN		45.0	834-1008	4	46.1	878-1062	1910- 2310	27,718
1228	SENIOR TESTING TECHNICIAN		47.5	938-1136	2	48.6	989-1197	2151- 2603	31,242
1310	PUBLIC RELATIONS ASSISTANT		44.9	830-1003	0	46.0	874-1057	1901- 2299	27,588
1350	SPECIAL ASSISTANT TO THE BD OF EDUC		46.0	874-1057	1	47.1	920-1114	2001- 2423	29,075
1400	STUDENT AIDE, NYC		CONTRACT RATE		0		CONTRACT RATE		
1402	JUNIOR CLERK		40.4	671- 810	26	41.5	707- 854	1538- 1857	22,289
1403	ELECTIONS CLERK		45.9	870-1052	2	47.0	916-1109	1992- 2412	28,945
1404	CLERK		42.4	738- 891	163	43.5	777- 938	1690- 2040	24,482
1406	SENIOR CLERK		44.9	830-1003	42	46.0	874-1057	1901- 2299	27,588
1407	SENIOR EQUALIZATION CLERK			1154-1154	1		1217-1217	2647- 2647	31,764
1408	PRINCIPAL CLERK		49.1	1013-1226	56	50.2	1067-1291	2321- 2808	33,695
1410	CHIEF CLERK	Z	52.6	1197-1450	22	53.7	1261-1528	2743- 3323	39,881
1422	JUNIOR CLERK TYPIST		41.2	697- 842	2	42.3	735- 887	1599- 1929	23,151
1424	CLERK TYPIST		43.2	766- 925	481	44.3	807- 975	1755- 2121	25,448
1425	EQUALIZATION CLERK-TYPIST			879- 879	0		927- 927	2016- 2016	24,195
1426	SENIOR CLERK TYPIST		45.2	842-1018	1103	46.3	887-1073	1929- 2334	28,005
1428	UNIT CLERK		46.4	891-1078	117	47.5	938-1136	2040- 2471	29,650
1429	NURSES STAFFING ASSISTANT		47.1	920-1114	4	48.2	970-1174	2110- 2553	30,641
1430	TRANSCRIBER TYPIST		45.2	842-1018	38	46.3	887-1073	1929- 2334	28,005
1431	SENIOR UNIT CLERK		51.3	1125-1362	5	52.4	1185-1436	2577- 3123	37,480
1432	SENIOR TRANSCRIBER TYPIST		47.2	925-1120	10	48.3	975-1180	2121- 2567	30,798
1436	BRAILLIST		44.2	803- 970	4	45.3	846-1022	1840- 2223	26,674
1440	MEDICAL TRANSCRIBER TYPIST		46.4	891-1078	25	47.5	938-1136	2040- 2471	29,650
1441	SENIOR MEDICAL TRANSCRIBER TYPIST		48.4	979-1185	1	49.5	1032-1249	2245- 2717	32,599
1442	JUNIOR CLERK STENOGRAPHER		42.1	728- 878	1	43.2	766- 925	1666- 2012	24,143
*1444	SECRETARY I		44.1	800- 966	75	45.2	842-1018	1831- 2214	26,570

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1991-92			1992-93 RECOMMENDED RATES		
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1446	SECRETARY II		47.2	925-1120	367	48.3	975-1180	2121- 2567	30,798
1450	EXECUTIVE SECRETARY I		49.1	1013-1226	67	50.2	1067-1291	2321- 2808	33,695
1452	EXECUTIVE SECRETARY II		50.3	1073-1298	33	51.4	1131-1368	2460- 2975	35,705
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE		49.1	1013-1226	1	50.2	1067-1291	2321- 2808	33,695
1454	EXECUTIVE SECRETARY III		51.5	1136-1375	19	52.6	1197-1450	2603- 3154	37,845
1458	LEGAL SECRETARY I		50.6	1088-1316	70	51.7	1147-1388	2495- 3019	36,227
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION		46.6	899-1088	1	47.7	947-1147	2060- 2495	29,937
1460	LEGAL SECRETARY II		52.6	1197-1450	15	53.7	1261-1528	2743- 3323	39,881
1461	LEGAL SECRETARY III		54.6	1316-1596	1	55.7	1388-1682	3019- 3658	43,900
1464	MEDICAL CLERK STENOGRAPHER		49.6	1037-1255	3	50.7	1093-1323	2377- 2878	34,530
1468	WATER SERVICES CLERK		45.9	870-1052	14	47.0	916-1109	1992- 2412	28,945
1470	SERVICES AND SUPPLY ASST SUPERVISOR		48.8	998-1208	1	49.9	1052-1273	2288- 2769	33,225
1471	ELECTIONS WORKER		51.8	1152-1394	1	52.9	1214-1470	2640- 3197	38,367
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR		54.3	1298-1573	0	55.4	1368-1658	2975- 3606	43,274
1474	CLAIMS PROCESS CLERK		45.9	870-1052	3	47.0	916-1109	1992- 2412	28,945
1476	SENIOR CLAIMS PROCESS CLERK		48.3	975-1180	1	49.4	1027-1243	2234- 2704	32,442
1478	SENIOR WATER SERVICES CLERK		47.9	956-1158	18	49.0	1008-1220	2192- 2654	31,842
1480	PRINCIPAL WATER SERVICES CLERK		49.9	1052-1273	7	51.0	1109-1342	2412- 2919	35,026
1486	EDUCATIONAL CREDENTIALS TECHNICIAN		48.6	989-1197	3	49.7	1042-1261	2266- 2743	32,912
1488	TECH INSTRUCT ASST, EVALUATION TECH		46.5	895-1083	7	47.6	943-1141	2051- 2482	29,780
1489	TECH INSTRUCT ASST,BUSINESS LEARN CTR		46.5	895-1083	1	47.6	943-1141	2051- 2482	29,780
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS		60.1	1714-2084	6	61.2	1809-2199	3935- 4783	57,394
1494	CLERK I		38.4	611- 738	0	39.5	644- 777	1401- 1690	20,280
1495	CLERK II		42.4	738- 891	0	43.5	777- 938	1690- 2040	24,482
1496	CLERK III		44.9	830-1003	0	46.0	874-1057	1901- 2299	27,588
1497	SUPERVISING CLERK I		47.4	934-1131	0	48.5	984-1191	2140- 2590	31,085
1498	SUPERVISING CLERK II		50.1	1062-1285	4	51.2	1120-1355	2436- 2947	35,366
1499	SUPERVISING CLERK III		53.1	1226-1484	0	54.2	1291-1565	2808- 3404	40,847
1502	CONFID SECY TO DIR, PARKING AUTHORITY		51.5	1136-1375	1	52.6	1197-1450	2603- 3154	37,845
1512	CONFID SECY AND EXEC ASST TO PUB DEFEN	Z	57.6	1520-1844	1	58.7	1603-1946	3487- 4233	50,791
1514	CONFID SECRETARY OF SUPT OF SCHOOLS		55.5	1375-1666	1	56.6	1450-1756	3154- 3819	45,832
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD		55.5	1375-1666	1	56.6	1450-1756	3154- 3819	45,832
1520	CONFID SECRETARY TO DISTRICT ATTORNEY		55.5	1375-1666	1	56.6	1450-1756	3154- 3819	45,832
1523	CONFIDENTIAL SECRETARY TO THE C.A.O.	Z	55.5	1375-1666	1	56.6	1450-1756	3154- 3819	45,832
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR			1983-1983	2		2092-2092	4550- 4550	54,601
1546	SECRETARY, COMMISSION ON THE AGING		51.5	1136-1375	1	52.6	1197-1450	2603- 3154	37,845
1602	CALCULATING MACHINE OPER (KEY DRIVE)		43.9	792- 956	10	45.0	834-1008	1814- 2192	26,309

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS " CLERICAL AND RELATED SERVICES "

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1626	JUNIOR ACCOUNT CLERK		40.4	671- 810	1	41.5	707- 854	1538- 1857	22,289
1640	ACCOUNT CLERK		44.9	792- 956	145	45.0	834-1008	1814- 2192	26,309
1642	SENIOR ACCOUNT CLERK		46.9	912-1104	89	48.0	961-1163	2090- 2530	30,354
1634	PRINCIPAL ACCOUNT CLERK		49.6	1037-1255	9	50.7	1093-1323	2377- 2878	34,530
1635	HEALTH CARE BILLING CLERK I		45.8	866-1047	0	46.9	912-1104	1984- 2401	28,814
1636	HEALTH CARE BILLING CLERK II		48.3	975-1180	43	49.4	1027-1243	2234- 2704	32,442
1637	PATIENT ACCOUNTS CLERK		49.3	1022-1237	10	50.4	1078-1304	2345- 2836	34,034
1638	ACCOUNTING MACHINE OPERATOR		44.4	810- 979	0	45.5	854-1032	1857- 2245	26,935
1640	SENIOR ACCOUNTING MACHINE OPERATOR		48.9	1003-1214	7	50.0	1057-1279	2299- 2782	33,382
1662	PATIENT ACCOUNTS ASST SUPERVISOR		50.9	1104-1336	6	52.0	1163-1407	2530- 3060	36,723
1663	PATIENT ACCOUNTS SUPERVISOR		53.3	1237-1499	6	54.4	1304-1580	2836- 3437	41,238
1664	PATIENT ACCOUNTS MANAGER		58.3	1573-1909	3	59.4	1658-2014	3606- 4380	52,565
1665	DIRECTOR OF PATIENT ACCOUNTS	Z	62.0	1881-2287	1	63.1	1985-2412	4317- 5246	62,953
1803	POLICE STATISTICAL CLERK		48.3	975-1180	1	49.4	1027-1243	2234- 2704	32,442
1810	ACTUARIAL CLERK		45.9	870-1052	9	47.0	916-1109	1992- 2412	28,945
1920	INVENTORY CLERK		44.6	818- 989	16	45.7	862-1042	1875- 2266	27,196
1922	SENIOR INVENTORY CLERK		45.6	858-1037	5	46.7	903-1093	1964- 2377	28,527
2110	MEDICAL RECORDS CLERK		45.9	870-1052	50	47.0	916-1109	1992- 2412	28,945
2112	MEDICAL RECORDS TECHNICIAN		48.4	979-1185	22	49.5	1032-1249	2245- 2717	32,599
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR		51.9	1158-1401	6	53.0	1220-1477	2654- 3212	38,550
2116	ASSOCIATE DIRECTOR MEDICAL RECORDS	Z	57.1	1484-1800	3	58.2	1565-1899	3404- 4130	49,564
2117	CHIEF MEDICAL RECORDS ADMINISTRATOR, LHH	Z	59.1	1634-1985	2	60.2	1723-2094	3748- 4554	54,653
2118	DIRECTOR, MEDICAL RECORDS	Z	62.1	1890-2297	1	63.2	1994-2424	4337- 5272	63,266
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		48.8	998-1208	0	49.9	1052-1273	2288- 2769	33,225
3204	SWIMMING POOL CASHIER - CLERK		43.2	766- 925	5	44.3	807- 975	1755- 2121	25,448
3650	MEDICAL RECORDS LIBRARIAN		51.9	1158-1401	2	53.0	1220-1477	2654- 3212	38,550
4202	ASSESSMENT CLERK		43.9	792- 956	22	45.0	834-1008	1814- 2192	26,309
4203	SENIOR ASSESSMENT CLERK		45.9	870-1052	6	47.0	916-1109	1992- 2412	28,945
4306	COLLECTIONS OFFICER		49.3	1022-1237	19	50.4	1078-1304	2345- 2836	34,034
4308	SENIOR COLLECTIONS OFFICER		51.3	1125-1362	12	52.4	1185-1436	2577- 3123	37,480
4312	BOND AND COUPON SUPERVISOR		50.9	1104-1336	1	52.0	1163-1407	2530- 3060	36,723
4320	CASHIER I		43.2	766- 925	7	44.3	807- 975	1755- 2121	25,448
4321	CASHIER II		45.2	842-1018	16	46.3	887-1073	1929- 2334	28,005
4322	CASHIER III		49.4	1027-1243	8	50.5	1083-1310	2356- 2849	34,191
4334	INVESTIGATOR, TAX COLLECTOR		54.0	1279-1550	9	55.1	1349-1634	2934- 3554	42,647
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		56.0	1407-1706	4	57.1	1484-1800	3228- 3915	46,980
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		48.7	994-1203	0	49.8	1047-1267	2277- 2756	33,069

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX ANNUAL EQUIV
4137	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		58.0	1550-1881	1	59.1	1634-1985	3554- 4317	51,809
4140	CHIEF INVESTIGATOR, TAX COLLECTOR		59.5	1666-2023	1	60.6	1756-2135	3819- 4644	55,724
4339	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		59.8	1690-2053	1	60.9	1782-2166	3876- 4711	56,533
4366	COLLECTION SUPERVISOR		53.4	1243-1506	5	54.5	1310-1588	2849- 3454	41,447
4372	CASHIER, TREASURER/TAX COLLECTOR		52.9	1214-1470	2	54.0	1279-1550	2782- 3371	40,455
5226	TRAFFIC SURVEY CODER-INTERVIEWER			6.98 HR	0		7.36 HR		
8102	PROCESS SERVER		41.2	697- 842	1	42.3	735- 887	1599- 1929	23,151
8106	LEGAL PROCESS CLERK		44.1	800- 966	47	45.2	842-1018	1831- 2214	26,570
8108	SENIOR LEGAL PROCESS CLERK		46.1	878-1062	27	47.2	925-1120	2012- 2436	29,232
8109	DOCUMENT EXAMINING SUPERVISOR		51.7	1147-1388	1	52.8	1208-1463	2627- 3182	38,184
8112	ASSISTANT COURT CLERK		51.9	1158-1401	0	53.0	1220-1477	2654- 3212	38,550
8113	COURT CLERK		53.9	1273-1543	63	55.0	1342-1626	2919- 3537	42,439
8115	ASSISTANT SUPERVISING COURT CLERK		54.9	1336-1618	0	56.0	1407-1706	3060- 3711	44,527
8116	LEGISLATIVE CALENDAR CLERK		48.3	975-1180	1	49.4	1027-1243	2234- 2704	32,442
8118	LEGISLATION CLERK		52.6	1197-1450	1	53.7	1261-1528	2743- 3323	39,881
8134	CONFIDENTIAL CRIME REPORTER		52.3	1180-1429	0	53.4	1243-1506	2704- 3276	39,307
8136	SENIOR CONFIDENTIAL CRIME REPORTER		54.3	1298-1573	0	55.4	1368-1658	2975- 3606	43,274
8138	COURT REPORTER		53.3	1237-1499	1	54.4	1304-1580	2836- 3437	41,238
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR		52.1	1169-1414	0	53.2	1232-1491	2680- 3243	38,915
8170	MEDICAL CLAIMS SUPERVISOR	Z	57.1	1484-1800	0	58.2	1565-1899	3404- 4130	49,564
8173	LEGAL ASSISTANT		54.2	1291-1565	23	55.3	1362-1650	2962- 3589	43,065
9110	FARE COLLECTIONS RECEIVER		48.2	970-1174	34	49.3	1022-1237	2223- 2690	32,286
9116	SENIOR FARE COLLECTIONS RECEIVER		50.7	1093-1323	14	51.8	1152-1394	2506- 3032	36,383
9117	PRINCIPAL FARE COLLECTIONS RECEIVER		54.2	1291-1565	2	55.3	1362-1650	2962- 3589	43,065
9118	TRANSIT REVENUE SUPERVISOR		56.9	1470-1782	1	58.0	1550-1881	3371- 4091	49,094
9122	TRANSIT INFORMATION CLERK		47.7	947-1147	13	48.8	998-1208	2171- 2627	31,529
9124	SENIOR TRANSIT INFORMATION CLERK		51.2	1120-1355	4	52.3	1180-1429	2567- 3108	37,297
9125	CHIEF TRANSIT INFORMATION CLERK		53.9	1273-1543	0	55.0	1342-1626	2919- 3537	42,439
9126	TRANSIT TRAFFIC CHECKER		50.2	1067-1291	12	51.3	1125-1362	2447- 2962	35,548
9128	SENIOR TRANSIT TRAFFIC CHECKER		52.2	1174-1421	2	53.3	1237-1499	2690- 3260	39,124
9131	STATION AGENT, MUNICIPAL RAILWAY		52.0	1163-1407	59	53.1	1226-1484	2667- 3228	38,732
9135	PASSENGER SERVICE SPECIALIST		52.7	1203-1457	1	53.8	1267-1535	2756- 3339	40,064
9155	WHARFINGER I		51.4	1131-1368	1	52.5	1191-1443	2590- 3139	37,662
9156	WHARFINGER II		54.7	1323-1603	2	55.8	1394-1690	3032- 3676	44,109
9157	CHIEF WHARFINGER	Z	59.7	1682-2043	1	60.8	1773-2156	3856- 4689	56,272
9910	PUBLIC SERVICE TRAINEE			CONTRACT RATE	0		CONTRACT RATE		
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE			CONTRACT RATE	0		CONTRACT RATE		

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY		1992-93 APPROX. MAX. ANNUAL EQUIV.
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...	CONTRACT RATE		0		CONTRACT RATE			
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....	CONTRACT RATE		0		CONTRACT RATE			
B164	SENIOR LAW CLERK.....	56.4	1436-1740	0	57.5	1513-1835	3291-	3991	47,894
B512	GENERAL CLERK-TYPIST.....	43.6	781- 943	1	44.7	822- 994	1788-	2162	25,943
B516	SENIOR CLERK-TYPIST.....	47.1	920-1114	0	48.2	970-1174	2110-	2553	30,641

NUMBER OF CLASSES THIS BENCHMARK..... 153
NUMBER OF POSITIONS THIS BENCHMARK..... 3970

1466 METER READER..........................

1991-92 SALARY SCHEDULE 49.3 APPROX $2222 - $2456 - $2690 MO.
$12.77 - $14.11 - $15.46 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	12.78	14.12	15.46		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
CITY OF DALY CITY	3	13.28	14.72	16.16	44.16	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF HAYWARD	3	13.03	14.11	15.18	42.33	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF SAN JOSE	2	11.56	12.81	14.06	25.62	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SANTA CLARA	9	14.84	16.46	18.07	148.14	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SUNNYVALE	2	13.48	14.94	16.39	29.88	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
CONTRA COSTA WATER DISTRICT	5	13.14	14.56	15.97	72.80	40.0	11	Y	Y	12	Y	Y	12%	130	345	10-66-23-30
EAST BAY MUNI. UTIL. DIST.	23	15.62	16.86	18.09	387.78	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
MARIN MUNICIPAL UTIL DIST	1	14.26	15.75	17.23	15.75	40.0	13	Y	Y	12	Y	Y	7%	129	259	10-15-20-25
MARIN MUNICIPAL UTIL DIST	6	14.26	15.75	17.23	94.50	40.0	13	Y	Y	12	Y	Y	7%	129	259	10-15-20-25
ALAMEDA COUNTY WATER DIST.	7	14.28	15.83	17.37	110.81	40.0	15	Y	Y	12	Y	Y	9%	138	380	10-15-20-25
TOTALS 10	61	....			971.77											

Header group: .... F R I N G E B E N E F I T S ....

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.93 HR. 2771 MO.
R A T E R A N G E 14.34 TO 17.52 HR. 2495 TO 3048 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1466 METER READER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
*1466	METER READER	49.3	1022-1237	15	51.9	1158-1401	2519- 3047	36,566
7204	CHIEF WATER SERVICE INSPECTOR	64.3	2104-2557	1	66.9	2388-2902	5194- 6312	75,742
7316	WATER SERVICE INSPECTOR	59.3	1650-2004	26	61.9	1871-2274	4069- 4946	59,351
7317	SENIOR WATER SERVICE INSPECTOR	62.3	1909-2319	8	64.9	2166-2632	4711- 5725	68,695

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 50

1652 SENIOR ACCOUNTANT........................

1991-92 SALARY SCHEDULE 51.9 APPROX $2518 - $2782 - $3047 MO.
$14.47 - $15.99 - $17.51 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	.... F R I N G E WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	B E N E DEN TAL	SOC SEC	F I T S .... RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	121	14.48	16.00	17.51		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	1229	15.36	16.60	18.21	20401.40	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	15.86	17.46	19.06	122.22	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	5	16.40	17.16	17.91	85.80	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	18	15.17	16.81	18.44	302.58	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	19	18.04	20.30	22.55	385.70	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	18	16.56	18.29	20.02	329.22	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	2	16.16	17.60	19.04	35.20	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	2	18.08	20.03	21.98	40.06	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF OAKLAND	13	17.02	17.95	18.87	233.35	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	24	18.92	20.97	23.02	503.28	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SANTA CLARA	1	20.89	23.16	25.43	23.16	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	6	18.22	20.27	22.31	121.62	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
U. C. BERKELEY	4	14.94	18.68	22.41	74.72	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 13	1,348	....			22,658.31											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.81 HR. 2924 MO.
R A T E R A N G E 15.13 TO 18.49 HR. 2632 TO 3217 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1652 SENIOR ACCOUNTANT *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
1650	ACCOUNTANT		47.9	956-1158	140	49.0	1008-1220	2192- 2654	31,842
*1652	SENIOR ACCOUNTANT	Z	51.9	1158-1401	121	53.0	1220-1477	2654- 3212	38,550
1654	PRINCIPAL ACCOUNTANT	Z	55.9	1401-1698	65	57.0	1477-1791	3212- 3895	46,745
1655	SYSTEMS ACCOUNTANT	Z	56.9	1470-1782	12	58.0	1550-1881	3371- 4091	49,094
1656	HEAD ACCOUNTANT	Z	59.9	1698-2063	39	61.0	1791-2178	3895- 4737	56,846
1657	SENIOR SYSTEMS ACCOUNTANT	Z	60.9	1782-2166	14	62.0	1881-2287	4091- 4974	59,691
1658	CHIEF ACCOUNTANT	Z	63.9	2063-2507	17	65.0	2178-2647	4737- 5757	69,087
1659	CHIEF SYSTEMS ACCOUNTANT	Z	64.9	2166-2632	2	66.0	2287-2779	4974- 6044	72,532
1661	ASST FISCAL OFFICER, BOARD OF EDUC	Z	64.4	2115-2571	1	65.5	2230-2711	4850- 5896	70,757
1666	FINANCE DIRECTOR, DEPT OF PUB HEALTH	Z	71.8	3035-3689	1	72.9	3199-3888	6958- 8456	101,477
1671	FINANCIAL SYSTEMS OPERATIONS SUPERVISOR.	Z	64.9	2166-2632	1	66.0	2287-2779	4974- 6044	72,532
1673	ACCOUNTING OPERATIONS MANAGER	Z	68.9	2632-3199	1	70.0	2779-3378	6044- 7347	88,166
1674	DIRECTOR OF ACCOUNTING AND SYSTEMS	Z		3581-3581	0		3778-3778	8217- 8217	98,606
1675	SUPERVISING FISCAL OFFICER	Z	66.2	2309-2806	10	67.3	2435-2960	5296- 6438	77,256
1679	FINANCIAL REPORTS SPECIALIST	Z		2911-2911	1		3071-3071	6679- 6679	80,153
1683	BUDGET & FISCAL OPERATIONS MANAGER	Z	63.9	2063-2507	1	65.0	2178-2647	4737- 5757	69,087
1684	ASSOCIATE AUDITOR	Z	56.9	1470-1782	6	58.0	1550-1881	3371- 4091	49,094
1686	SUPERVISING AUDITOR	Z	60.9	1782-2166	3	62.0	1881-2287	4091- 4974	59,691
1688	CHIEF AUDITOR	Z	64.9	2166-2632	1	66.0	2287-2779	4974- 6044	72,532
1690	INTERNAL AUDIT DIRECTOR	Z		3165-3165	1		3339-3339	7262- 7262	87,148
1801	SUPERVISING PERFORMANCE AUDITOR	Z	60.9	1782-2166	1	62.0	1881-2287	4091- 4974	59,691
1805	ASSOCIATE PERFORMANCE AUDITOR	Z	58.6	1596-1936	3	59.7	1682-2043	3658- 4444	53,322
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	62.2	1899-2309	0	63.3	2004-2435	4359- 5296	63,554
1832	BUSINESS MANAGER, CITY COLLEGE	Z	66.6	2354-2862	1	67.7	2481-3018	5401- 6564	78,770
1850	SENIOR EDP AUDITOR	Z	60.9	1782-2166	1	62.0	1881-2287	4091- 4974	59,691
1878	INFORMATION SYSTEM AUDIT MANAGER	Z		2747-2747	1		2898-2898	6303- 6303	75,638
1896	DIRECTOR, WELFARE AUDITS	Z	63.6	2033-2472	1	64.7	2145-2607	4665- 5670	68,043
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	56.1	1414-1714	1	57.2	1491-1809	3243- 3935	47,215
4368	DIR, BUREAU OF DELINQUENT REVENUE	Z	62.6	1936-2354	1	63.7	2043-2483	4444- 5401	64,806
8336	MANAGER, FINANCE & ADMIN, JUVENILE PROB.	Z	63.5	2023-2459	1	64.6	2135-2596	4644- 5646	67,756
9480	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	55.4	1368-1658	0	56.5	1443-1748	3139- 3802	45,623

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 448

SAE750 1720 DATA ENTRY OPERATOR......................

1991-92 SALARY SCHEDULE 42.8 APPROX $1635 - $1805 - $1974 MO.
$9.40 - $10.37 - $11.35 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	66	9.40	10.38	11.35		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	2872	9.80	11.03	11.98	31678.16	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	99	10.01	11.09	12.17	1097.91	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	137	6.99	8.04	9.09	1101.48	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	113	7.85	9.03	10.21	1020.39	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	8	11.03	12.04	13.04	96.32	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	26	10.15	11.25	12.34	292.50	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	0	10.22	11.22	12.22	0.00	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	0	8.76	9.80	10.84	0.00	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	19	10.81	11.91	13.01	226.29	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	8	12.67	13.15	13.63	105.20	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF HAYWARD	1	11.32	12.47	13.62	12.47	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	1	11.21	11.83	12.44	11.83	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	9	11.68	12.94	14.20	116.46	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SANTA CLARA	1	13.44	14.92	16.40	14.92	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	2	12.65	14.06	15.47	28.12	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	4	13.59	15.11	16.63	60.44	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	3	8.46	9.91	11.35	29.73	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	12	10.10	10.98	11.86	131.76	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	8	9.81	10.61	11.41	84.88	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 19	3,323	....			36,108.86											

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WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.87 HR. 1891 MO.

R A T E R A N G E 9.78 TO 11.96 HR. 1701 TO 2081 MO.

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1720 DATA ENTRY OPERATOR *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*1720	DATA ENTRY OPERATOR	42.8	752- 908	70	43.9	792- 956	1723- 2079	24,952
1721	SENIOR DATA ENTRY OPERATOR	45.8	866-1047	9	46.9	912-1104	1984- 2401	28,814
1724	SENIOR TABULATING MACHINE OPERATOR	49.0	1008-1220	1	50.1	1062-1285	2310- 2795	33,539
1727	SUPERVISING DATA ENTRY OPERATOR	47.8	952-1152	3	48.9	1003-1214	2182- 2640	31,685
1807	MANAGEMENT INFORMATION SYSTEMS TECH II	45.9	870-1052	9	47.0	916-1109	1992- 2412	28,945
1808	MANAGEMENT INFORMATION SYSTEMS TECH I	43.9	792- 956	5	45.0	834-1008	1814- 2192	26,309
1833	TAPE LIBRARIAN, EDP	42.8	752- 908	0	43.9	792- 956	1723- 2079	24,952
1834	SENIOR TAPE LIBRARIAN	44.8	826- 998	1	45.9	870-1052	1892- 2288	27,457
1853	CONTROL CLERK, EDP	45.8	866-1047	48	46.9	912-1104	1984- 2401	28,814
1855	SENIOR CONTROL CLERK, EDP	47.8	952-1152	14	48.9	1003-1214	2182- 2640	31,685
1856	ASST CONTROL SUPERVISOR, EDP	49.6	1037-1255	4	50.7	1093-1323	2377- 2878	34,530
1858	CONTROL SUPERVISOR, EDP	52.1	1169-1414	7	53.2	1232-1491	2680- 3243	38,915

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 171

SAE750

1736 COMPUTER OPERATOR II....................

1991-92 SALARY SCHEDULE 46.1 APPROX $1909 - $2109 - $2309 MO.
$10.97 - $12.12 - $13.27 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	33	10.98	12.13	13.28		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	1476	11.94	12.83	13.93	18937.08	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	2	10.64	11.68	12.71	23.36	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	54	9.79	11.26	12.73	608.04	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	64	10.88	12.51	14.14	800.64	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	2	12.23	13.38	14.53	26.76	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	0	10.72	11.88	13.03	0.00	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
CONTRA COSTA COUNTY	10	11.83	13.10	14.37	131.00	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	2	12.15	13.49	14.82	26.98	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	10	12.21	13.74	15.26	137.40	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	1	11.32	12.48	13.64	12.48	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	2	14.32	14.88	15.44	29.76	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	0	13.24	14.67	16.09	0.00	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF OAKLAND	5	12.86	13.57	14.28	67.85	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	5	12.38	13.72	15.05	68.60	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SUNNYVALE	4	15.28	16.93	18.58	67.72	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	4	13.84	15.38	16.92	61.52	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	2	11.07	12.95	14.82	25.90	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	17	11.23	12.29	13.34	208.93	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	14	11.23	12.29	13.34	172.06	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 19	1,674	....			21,406.08											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.79 HR. 2225 MO.
R A T E R A N G E 11.51 TO 14.07 HR. 2002 TO 2448 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 COMPUTER OPERATOR II *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY		1992-93 APPROX. MAX. ANNUAL EQUIV.
1731	COMPUTER OPERATOR TRAINEE		754- 754	1		799- 799	1738-	1738	20,854
1734	COMPUTER OPERATOR I	43.8	788- 952	7	45.0	834-1008	1814-	2192	26,309
*1736	COMPUTER OPERATOR II	46.1	878-1062	34	47.3	929-1125	2021-	2447	29,363
1737	SENIOR COMPUTER OPERATOR	49.1	1013-1226	18	50.3	1073-1298	2334-	2823	33,878
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR	52.1	1169-1414	10	53.3	1237-1499	2690-	3260	39,124
1739	COMPUTER OPERATIONS SUPERVISOR II Z	58.1	1558-1890	7	59.3	1650-2004	3589-	4359	52,304
1741	COMPUTER OPERATIONS SUPERVISOR I Z	55.1	1349-1634	1	56.3	1429-1731	3108-	3765	45,179
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV Z	61.1	1800-2188	3	62.3	1909-2319	4152-	5044	60,526
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR Z	58.1	1558-1890	4	59.3	1650-2004	3589-	4359	52,304
1868	TELEPROCESSING TECHNICIAN	52.1	1169-1414	14	53.3	1237-1499	2690-	3260	39,124

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 99

1760 OFFSET MACHINE OPERATOR.................

1991-92 SALARY SCHEDULE 45.4 APPROX $1848 - $2041 - $2233 MO.
$10.62 - $11.73 - $12.83 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	..........F R I N G E B E N E F I T S............... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	19	10.63	11.74	12.84		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-26
PRIVATE BAY AREA	404	11.44	12.45	13.59	5029.80	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	12	10.10	10.99	11.88	131.88	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	18	8.78	10.10	11.42	181.80	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	3	14.00	14.00	14.00	42.00	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	1	10.62	11.76	12.90	11.76	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	3	12.76	14.02	15.28	42.06	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	3	11.04	12.42	13.80	37.26	40.0	12	Y	Y	12	Y	Y	15%	152	327	11-16-21-24
SANTA CLARA COUNTY	6	11.63	12.83	14.02	76.98	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-24
CITY OF DALY CITY	1	14.01	15.52	17.03	15.52	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF FREMONT	2	12.00	13.00	14.00	26.00	40.0	12	Y	Y	12	Y	N	8%	164	456	12-15-21-21
CITY OF OAKLAND	5	12.06	12.73	13.40	63.65	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	1	10.86	12.03	13.20	12.03	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SANTA CLARA	1	13.44	14.92	16.40	14.92	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	0	12.21	13.56	14.90	0.00	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	3	13.84	15.38	16.92	46.14	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	3	8.89	10.40	11.90	31.20	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	1	9.21	9.95	10.68	9.95	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	6	9.39	10.14	10.88	60.84	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 18	473	....			5,833.79											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.33 HR. 2145 MO.
RATE RANGE 11.10 TO 13.56 HR. 1931 TO 2359 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR.....*

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....	45.4	850-1027	0	46.5	895-1083	1947- 2356	28,266
1750	MICROPHOTO TECHNICIAN.....	44.4	810- 979	5	45.5	854-1032	1857- 2245	26,935
1752	SENIOR MICROPHOTO TECHNICIAN.....	47.9	956-1158	3	49.0	1008-1220	2192- 2654	31,842
*1760	OFFSET MACHINE OPERATOR.....	45.4	850-1027	20	46.5	895-1083	1947- 2356	28,266
1762	SENIOR OFFSET MACHINE OPERATOR.....	48.7	994-1203	3	49.8	1047-1267	2277- 2756	33,069
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR	51.7	1147-1388	4	52.8	1208-1463	2627- 3182	38,184
1772	PHOTO-LITHOGRAPHER.....	51.8	1152-1394	0	52.9	1214-1470	2640- 3197	38,367
1776	ASST REPRODUCTION SERVICES MANAGER.....	49.6	1037-1255	1	50.7	1093-1323	2377- 2878	34,530
1778	REPRODUCTION SERVICES MANAGER.....	53.7	1261-1528	2	54.8	1329-1611	2891- 3504	42,047

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 38

1770 PHOTOGRAPHER

1991-92 SALARY SCHEDULE 50.7 APPROX $2377 - $2627 - $2877 MO.
$13.66 - $15.10 - $16.53 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	13.66	15.10	16.54		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	176	15.60	16.53	17.88	2909.28	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	1	12.60	13.85	15.10	13.85	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	6	9.79	11.26	12.73	67.56	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	14	10.88	12.51	14.14	175.14	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	1	14.34	15.78	17.21	15.78	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
SANTA CLARA COUNTY	3	12.24	13.51	14.78	40.53	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF SANTA CLARA	1	15.60	17.29	18.97	17.29	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
OAKLAND CITY SCHOOL DIST.	0	11.61	13.59	15.57	0.00	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	3	12.43	13.66	14.89	40.98	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. MEDICAL CENTER S.F.	2	14.21	15.66	17.10	31.32	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
TOTALS 10	207	....			3,311.73											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.00 HR. 2784 MO.
RATE RANGE 14.40 TO 17.60 HR. 2505 TO 3062 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1770 PHOTOGRAPHER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
*1770	PHOTOGRAPHER	50.7	1093-1323	1	52.0	1163-1407	2530- 3060	36,723
1771	MEDIA PRODUCTION SPECIALIST	53.1	1226-1484	3	54.4	1304-1580	2836- 3437	41,238
1773	MEDIA TRAINING SPECIALIST	58.2	1565-1899	1	59.5	1666-2023	3624- 4400	52,800
1774	HEAD PHOTOGRAPHER	53.7	1261-1528	1	55.0	1342-1626	2919- 3537	42,439
3534	MUSEUM PHOTOGRAPHER	53.7	1261-1528	0	55.0	1342-1626	2919- 3537	42,439

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 6

SAF750

1842 MANAGEMENT ASSISTANT....................

1991-92 SALARY SCHEDULE 54.1 APPROX $2794 - $3091 - $3388 MO.
$16.06 - $17.76 - $19.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	49	16.06	17.77	19.48		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	178	16.29	17.82	18.82	3171.96	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	62	15.10	16.63	18.15	1031.06	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	12	17.97	21.02	24.07	252.24	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	3	15.41	17.07	18.73	51.21	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	2	16.98	18.75	20.52	37.50	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	7	16.78	18.88	20.98	132.16	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	34	19.42	21.52	23.62	731.68	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	25	18.11	19.82	21.52	495.50	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	2	18.08	20.03	21.98	40.06	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF FREMONT	9	20.00	23.50	27.00	211.50	40.0	12	Y	Y	12	Y	N	8%	164	456	12-15-21-21
CITY OF HAYWARD	3	19.21	21.27	23.33	63.81	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF SAN JOSE	82	18.83	20.87	22.90	1711.34	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SUNNYVALE	3	21.01	23.30	25.59	69.90	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	6	21.31	23.18	25.04	139.08	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
U. C. MEDICAL CENTER S.F.	238	14.94	18.68	22.41	4445.84	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. MEDICAL CENTER S.F.	17	14.94	18.68	22.41	317.56	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	184	14.94	18.68	22.41	3437.12	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
U. C. BERKELEY	37	14.94	18.68	22.41	691.16	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
ALAMEDA-CONTRA COSTA TRANSIT	4	16.53	19.43	22.32	77.72	40.0	11	Y	Y	12	Y	Y	13%	118	237	10-15-20-30
TOTALS 19	908	....			17,108.40											

(Column headings LIFE INS through VAC are printed under the spanning heading ".......... F R I N G E B E N E F I T S ....")

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 18.84 HR. 3278 MO.
R A T E R A N G E 16.96 TO 20.72 HR. 2951 TO 3605 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1842 MANAGEMENT ASSISTANT..... *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	62.8	1955-2377	1	64.1	2084-2533	4533- 5509	66,111
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	65.0	2178-2647	1	66.3	2319-2819	5044- 6131	73,576
1115	CHIEF INVESTMENT OFFICER.....	Z	73.2	3248-3948	1	74.5	3460-4206	7526- 9148	109,777
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	67.2	2424-2946	1	68.5	2582-3138	5616- 6825	81,902
1118	COMMERCIAL DIVISION MANAGER.....	Z	68.7	2607-3169	1	70.0	2779-3378	6044- 7347	88,166
1161	EXEC ASST TO THE ADMINISTRATOR, SFGH....	Z	64.6	2135-2596	1	65.9	2274-2764	4946- 6012	72,140
1163	EXEC ASST TO THE DIRECTOR OF HEALTH.....	Z		2701-2701	1		2877-2877	6257- 6257	75,090
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z	54.1	1285-1558	2	55.4	1368-1658	2975- 3606	43,274
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	56.9	1470-1782	1	58.2	1565-1899	3404- 4130	49,564
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	56.2	1421-1723	1	57.5	1513-1835	3291- 3991	47,894
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	58.8	1611-1955	1	60.1	1714-2084	3728- 4533	54,392
1540	SECRETARY, FIRE COMMISSION.....	Z	61.9	1871-2274	1	63.2	1994-2424	4337- 5272	63,266
1544	SECRETARY, LIBRARY COMMISSION.....	Z	59.3	1650-2004	1	60.6	1756-2135	3819- 4644	55,724
1548	SECRETARY, SOCIAL SERVICES COMMISSION...		56.2	1421-1723	1	57.5	1513-1835	3291- 3991	47,894
1549	SECRETARY, JUVENILE PROBATION COMM.....		56.2	1421-1723	1	57.5	1513-1835	3291- 3991	47,894
1550	EXEC ASST TO THE BD OF ED.....		59.2	1642-1994	1	60.5	1748-2124	3802- 4620	55,436
1551	SECRETARY, HEALTH COMMISSION.....	Z	63.7	2043-2483	1	65.0	2178-2647	4737- 5757	69,087
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	66.8	2377-2890	1	68.1	2533-3080	5509- 6699	80,388
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	60.0	1706-2074	1	61.3	1818-2209	3954- 4805	57,655
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...		50.2	1067-1291	0	51.5	1136-1375	2471- 2991	35,888
1802	RESEARCH ASSISTANT.....		51.5	1136-1375	7	52.8	1208-1463	2627- 3182	38,184
1804	STATISTICIAN.....	Z	55.1	1349-1634	9	56.4	1436-1740	3123- 3785	45,414
1806	SENIOR STATISTICIAN.....	Z	58.6	1596-1936	5	59.9	1698-2063	3693- 4487	53,844
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z	58.8	1611-1955	3	60.1	1714-2084	3728- 4533	54,392
1812	ASSISTANT RETIREMENT ANALYST.....		52.0	1163-1407	27	53.3	1237-1499	2690- 3260	39,124
1813	RETIREMENT ANALYST.....	Z	56.0	1407-1706	8	57.3	1499-1818	3260- 3954	47,450
1814	ASSISTANT ACTUARY.....	Z	61.7	1853-2252	2	63.0	1975-2401	4296- 5222	62,666
1815	MANAGEMENT AIDE.....			1851-1851	0		1971-1971	4287- 4287	51,443
1816	ACTUARY.....	Z	68.4	2571-3126	1	69.7	2737-3327	5953- 7236	86,835
1820	JUNIOR ADMINISTRATIVE ANALYST.....		49.6	1037-1255	1	50.9	1104-1336	2401- 2906	34,870
1822	ADMINISTRATIVE ANALYST.....	Z	57.1	1484-1800	6	58.4	1580-1918	3437- 4172	50,060
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	60.1	1714-2084	29	61.4	1827-2221	3974- 4831	57,968
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	63.3	2004-2435	17	64.6	2135-2596	4644- 5646	67,756
1825	MANAGEMENT ANALYST.....	Z	61.3	1818-2209	0	62.6	1936-2354	4211- 5120	61,449
1826	CITY SHOP FLEET ADMINISTRATOR.....	Z	63.0	1975-2401	1	64.3	2104-2557	4576- 5561	66,738
1829	OPERATIONS ANALYST.....	Z	54.3	1298-1573	2	55.6	1381-1674	3004- 3641	43,691
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS..	Z		1413-1413	11		1505-1505	3273- 3273	39,281

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1842 MANAGEMENT ASSISTANT *

			1991-92			1992-93 RECOMMENDED RATES				
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO.		APPROX. MAX ANNUAL EQUIV.
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		1552-1552	11		1653-1653	3595-	3595	43,143
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		54.9	1336-1618	1	56.2	1421-1723	3091-	3748	44,970
1837	LEGISLATIVE POLICY ANALYST.....	Z	60.2	1723-2094	3	61.5	1835-2230	3991-	4850	58,203
1839	WATER CONSERVATION ADMINISTRATOR.....	Z	63.5	2023-2459	1	64.8	2156-2621	4689-	5701	68,408
1840	JUNIOR MANAGEMENT ASSISTANT.....		50.1	1062-1285	14	51.4	1131-1368	2460-	2975	35,705
*1842	MANAGEMENT ASSISTANT.....	Z	54.1	1285-1558	46	55.4	1368-1658	2975-	3606	43,274
1843	EXEC DIR, SOUTHEAST COMMUNITY FAC COMM..	Z	58.7	1603-1946	1	60.0	1706-2074	3711-	4511	54,131
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	57.6	1520-1844	72	58.9	1618-1965	3519-	4274	51,287
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	59.9	1698-2063	0	61.2	1809-2199	3935-	4783	57,394
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	57.8	1535-1862	3	59.1	1634-1985	3554-	4317	51,809
1848	MAYOR'S PROGRAM CONSULTANT.....	Z		1530-1530	0		1629-1629	3543-	3543	42,517
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z		3251-3251	0		3462-3462	7530-	7530	90,358
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z		2574-2574	0		2741-2741	5962-	5962	71,540
1888	MGR, BUREAU ENEG CONSERV, PUC.....	Z	63.8	2053-2496	1	65.1	2188-2660	4759-	5786	69,426
2119	HEALTH CARE ANALYST.....	Z	57.6	1520-1844	5	58.9	1618-1965	3519-	4274	51,287
2122	DIRECTOR, PATIENT FIN SERV & ADMISSIONS.	Z	58.8	1611-1955	1	60.1	1714-2084	3728-	4533	54,392
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	59.8	1690-2053	1	61.1	1800-2188	3915-	4759	57,107
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	59.0	1626-1975	13	60.3	1731-2104	3765-	4576	54,914
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	63.8	2053-2496	9	65.1	2188-2660	4759-	5786	69,426
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	68.3	2557-3108	12	69.6	2726-3313	5929-	7206	86,469
2850	DIR, WOMEN, INFANT & CHILD'S PROG, DPH..	Z		2763-2763	1		2943-2943	6401-	6401	76,812
2880	DIR OF BUS. & OPER, MENTAL HEALTH PROG..	Z	70.6	2862-3479	1	71.9	3047-3703	6627-	8054	96,648
2883	ASSOCIATE DIRECTOR, AIDS PROGRAM.....	Z	71.2	2946-3581	1	72.5	3138-3815	6825-	8298	99,572
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		58.8	1611-1955	1	60.1	1714-2084	3728-	4533	54,392
2981	MANAGER, INTAKE CENTER, SFUSD.....	Z	58.8	1611-1955	0	60.1	1714-2084	3728-	4533	54,392
2982	RENT BOARD SUPERVISOR.....	Z	57.4	1506-1827	2	58.7	1603-1946	3487-	4233	50,791
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	55.6	1381-1674	0	56.9	1470-1782	3197-	3876	46,510
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	57.4	1506-1827	1	58.7	1603-1946	3487-	4233	50,791
3135	DIR OF NEIGHBORHOOD SERVS, REC & PARK...	Z	60.1	1714-2084	1	61.4	1827-2221	3974-	4831	57,968
3470	DIR OF MKTG & OPERS, CANDLESTICK PARK...	Z	64.5	2124-2582	0	65.8	2264-2752	4924-	5986	71,827
3480	FARMERS MARKET MANAGER.....		51.7	1147-1388	1	53.0	1220-1477	2654-	3212	38,550
3563	DIR, NEIGHBORHOOD ART PROG, ART COMM....		57.6	1520-1844	1	58.9	1618-1965	3519-	4274	51,287
3566	EXECUTIVE SECRETARY, MUSEUMS.....	Z	57.5	1513-1835	1	58.8	1611-1955	3504-	4252	51,026
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	59.1	1634-1985	0	60.4	1740-2115	3785-	4600	55,202
4119	PERFORMING ARTS CENTER AIDE.....	Z	56.1	1414-1714	3	57.4	1506-1827	3276-	3974	47,685
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	58.0	1550-1881	1	59.3	1650-2004	3589-	4359	52,304
4310	COMMERCIAL DIV ASST SUPERVISOR.....		57.5	1513-1835	2	58.8	1611-1955	3504-	4252	51,026

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1842 MANAGEMENT ASSISTANT *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
4311	COMMERCIAL DIVISION SUPERVISOR		61.5	1835-2230	2	62.8	1955-2377	4252- 5170	62,040
4331	SECURITY ANALYST	Z	63.3	2004-2435	3	64.6	2135-2596	4644- 5646	67,756
4332	PORTFOLIO MANAGER		66.9	2388-2902	3	68.2	2545-3093	5535- 6727	80,727
4377	ASST CASH MANAGEMENT AND INVESTMENT	Z	64.2	2094-2545	1	65.5	2230-2711	4850- 5896	70,757
4378	CASH MANAGEMENT AND INVESTMENT OFFICER	Z	68.0	2521-3064	1	69.3	2685-3263	5840- 7097	85,164
5111	DEPUTY FOR DEVELOPMENT	Z		3793-3793	0		4040-4040	8787- 8787	105,444
5604	ASSISTANT ENERGY SPECIALIST			1180-1429	1		1257-1522	2734- 3310	39,724
5606	ENERGY SPECIALIST	Z	56.8	1463-1773	1	58.1	1558-1890	3389- 4111	49,329
5608	SENIOR ENERGY SPECIALIST	Z	59.8	1690-2053	1	61.1	1800-2188	3915- 4759	57,107
5620	REGULATORY SPECIALIST	Z	56.4	1436-1740	0	57.7	1528-1853	3323- 4030	48,363
7140	DIRECTOR, PARKING & TRAFFIC OPERATIONS	Z	66.0	2287-2779	1	67.3	2435-2960	5296- 6438	77,256
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY	Z	58.8	1611-1955	1	60.1	1714-2084	3728- 4533	54,392
8169	LEGISLATIVE ASST, CITY ATTORNEY'S OFF	Z	55.2	1355-1642	1	56.5	1443-1748	3139- 3802	45,623
8171	LAW OFFICE MANAGER	Z		3173-3173	2	68.8	2621-3187	5701- 6958	83,499
9139	TRANSIT SUPERVISOR		58.5	1588-1927	186	59.8	1690-2053	3676- 4465	53,583
9140	TRANSIT MANAGER I	Z	61.5	1835-2230	24	62.8	1955-2377	4252- 5170	62,040
9141	TRANSIT MANAGER II	Z	63.5	2023-2459	17	64.8	2156-2621	4689- 5701	68,408
9142	TRANSIT MANAGER III	Z	66.0	2287-2779	6	67.3	2435-2960	5296- 6438	77,256
9146	MANAGER, ELDERLY & HANDICAPPED, MUNI		61.1	1800-2188	1	62.4	1918-2332	4172- 5072	60,865
9148	DIR OF COMMUNITY AFFAIRS, MUNI RAILWAY	Z	66.8	2377-2890	1	68.1	2533-3080	5509- 6699	80,388
9176	SCHOOL TRANSPORTATION SCHEDULER		52.6	1197-1450	6	53.9	1273-1543	2769- 3356	40,272
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	62.8	1955-2377	1	64.1	2084-2533	4533- 5509	66,111
9276	SECRETARY, AIRPORTS COMMISSION	Z	59.5	1666-2023	1	60.8	1773-2156	3856- 4689	56,272
9376	MARKET RESEARCH SPECIALIST, PORT		59.1	1634-1985	2	60.4	1740-2115	3785- 4600	55,202
9378	DEVELOPMENT PROJECT COORDINATOR, PORT	Z	61.2	1809-2199	2	62.5	1927-2342	4191- 5094	61,126
9381	DIRECTOR, INTERNAL SERVICES	Z	72.2	3093-3760	1	73.5	3295-4006	7167- 8713	104,557
9383	DIR, PLANNING, DEVL & COMMUNITY AFFAIRS	Z	72.2	3093-3760	1	73.5	3295-4006	7167- 8713	104,557
9384	DIRECTOR, TENANT SERVICES	Z	72.2	3093-3760	1	73.5	3295-4006	7167- 8713	104,557
9387	PORT TRAFFIC MANAGER	Z	63.2	1994-2424	0	64.5	2124-2582	4620- 5616	67,390
9388	DIRECTOR, CARGO SERVICES	Z	72.2	3093-3760	1	73.5	3295-4006	7167- 8713	104,557
9389	PORT TRAFFIC ANALYST	Z	57.0	1477-1791	1	58.3	1573-1909	3421- 4152	49,825
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	63.3	2004-2435	1	64.6	2135-2596	4644- 5646	67,756
9393	CARGO SALES & MARKETING REPRESENTATIVE	Z	63.2	1994-2424	3	64.5	2124-2582	4620- 5616	67,390
9730	STAFF AIDE I, SPECIAL PROJECT			792- 792	0		843- 843	1834- 1834	22,002
9732	STAFF AIDE II, SPECIAL PROJECT			912- 912	0		971- 971	2112- 2112	25,343
9734	STAFF ASSISTANT I, SPECIAL PROJECT			1036-1036	0		1103-1103	2399- 2399	28,788
9736	STAFF ASSISTANT II, SPECIAL PROJECT	Z		1189-1189	1		1266-1266	2754- 2754	33,048

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1842 MANAGEMENT ASSISTANT *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	APPROX. MO.	APPROX. MAX. ANNUAL EQUIV.
9738	STAFF ASSISTANT III, SPECIAL PROJECT	Z		1365-1365	0		1454-1454	3162- 3162	37,949
9740	STAFF ASSISTANT IV, SPECIAL PROJECT	Z		1572-1572	2		1674-1674	3641- 3641	43,691
9742	STAFF ASSISTANT V, SPECIAL PROJECT	Z		1812-1812	2		1930-1930	4198- 4198	50,373
9744	STAFF ASSISTANT VI, SPECIAL PROJECT	Z		2091-2091	5		2227-2227	4844- 4844	58,125
9746	STAFF ASSISTANT VII, SPECIAL PROJECT	Z		2409-2409	1		2566-2566	5581- 5581	66,973
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT	Z		2647-2647	6		2819-2819	6131- 6131	73,576
9750	STAFF ASSISTANT IX, SPECIAL PROJECT	Z		2916-2916	0		3106-3106	6756- 6756	81,067
9752	STAFF ASSISTANT X, SPECIAL PROJECT	Z		3204-3204	1		3412-3412	7421- 7421	89,053
9754	STAFF ASSISTANT XI, SPECIAL PROJECT	Z		3526-3526	1		3755-3755	8167- 8167	98,006
9756	STAFF ASSISTANT XII, SPECIAL PROJECT	Z		3697-3697	1		3937-3937	8563- 8563	102,756
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT	Z		3886-3886	0		4139-4139	9002- 9002	108,028
9760	ASSISTANT TO CAO I	Z		1105-1105	1		1177-1177	2560- 2560	30,720
9761	ASSISTANT TO CAO II	Z		1443-1443	6		1537-1537	3343- 3343	40,116
9762	ASSISTANT TO CAO III	Z		1675-1675	2		1784-1784	3880- 3880	46,562
9763	ASSISTANT TO CAO IV	Z		1915-1915	1		2039-2039	4435- 4435	53,218
9764	ASSISTANT TO CAO V	Z		2067-2067	2		2201-2201	4787- 4787	57,446
9765	ASSISTANT TO CAO VI	Z		2359-2359	6		2512-2512	5464- 5464	65,563
9766	ASSISTANT TO CAO VII	Z		2639-2639	1		2811-2811	6114- 6114	73,367
9767	ASSISTANT TO CAO VIII	Z		2911-2911	1		3100-3100	6743- 6743	80,910
9768	ASSISTANT TO CAO IX	Z		3240-3240	0		3451-3451	7506- 7506	90,071
9782	ASSISTANT TO MAYOR I	Z		1264-1326	6		1346-1412	2928- 3071	36,853
9784	ASSISTANT TO MAYOR II	Z		1511-1511	7		1609-1609	3500- 3500	41,995
9786	ASSISTANT TO MAYOR III	Z		1707-1791	5		1818-1907	3954- 4148	49,773
9788	ASSISTANT TO MAYOR IV	Z		1925-1925	2		2050-2050	4459- 4459	53,505
9790	ASSISTANT TO MAYOR V	Z		2257-2257	13		2404-2404	5229- 5229	62,744
9792	ASSISTANT TO MAYOR VI	Z		2513-2513	6		2676-2676	5820- 5820	69,844
9794	ASSISTANT TO MAYOR VII	Z		3334-3334	2		3551-3551	7723- 7723	92,681
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL			771- 771	0		821- 821	1786- 1786	21,428
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA			842- 842	1		897- 897	1951- 1951	23,412

NUMBER OF CLASSES THIS BENCHMARK..... 140
NUMBER OF POSITIONS THIS BENCHMARK..... 718

1872 PROGRAMMER ANALYST......................

1991-92 SALARY SCHEDULE 54.9 APPROX $2905 - $3212 - $3519 MO.
$16.70 - $18.46 - $20.22 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	42	16.70	18.47	20.23		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	1829	17.94	19.45	20.82	35574.05	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	14	15.86	17.46	19.06	244.44	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	136	16.10	18.52	20.93	2518.72	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	115	19.30	22.20	25.09	2553.00	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	23	18.19	20.05	21.90	461.15	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	1	14.41	15.97	17.52	15.97	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	8	19.36	21.34	23.32	170.72	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	0	15.60	17.56	19.51	0.00	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SAN MATEO COUNTY	2	15.61	17.56	19.51	35.12	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	3	15.71	17.35	18.99	52.05	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF CONCORD	0	16.10	17.83	19.56	0.00	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF OAKLAND	5	12.95	14.85	16.74	74.25	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	10	17.76	19.68	21.59	196.80	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	0	17.77	19.79	21.80	0.00	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	11	20.18	22.46	24.73	247.06	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	0	15.18	17.75	20.32	0.00	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	57	16.43	20.55	24.66	1171.35	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	98	16.43	20.55	24.66	2013.90	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 18	2,312		....		45,328.58											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 19.61 HR. 3412 MO.
RATE RANGE 17.65 TO 21.57 HR. 3071 TO 3753 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1872 PROGRAMMER ANALYST *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		47.3	929-1125	6	48.6	989-1197	2151- 2603	31,242
1811	MANAGEMENT INFO SYSTEMS SPECIALIST I....		52.0	1163-1407	14	53.3	1237-1499	2690- 3260	39,124
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II...	Z	56.5	1448-1748	19	57.8	1535-1862	3339- 4050	48,598
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III..	Z	60.5	1748-2124	19	61.8	1862-2264	4050- 4924	59,090
1821	MANAGEMENT INFO SYSTEMS MANAGER.....	Z	64.0	2074-2521	14	65.3	2209-2685	4805- 5840	70,079
1861	SYSTEMS AND PROCEDURES ANAYLST, SPEC PRO	Z	58.0	1550-1881	3	59.3	1650-2004	3589- 4359	52,304
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	58.0	1550-1881	9	59.3	1650-2004	3589- 4359	52,304
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	61.0	1791-2178	3	62.3	1909-2319	4152- 5044	60,526
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	61.0	1791-2178	34	62.3	1909-2319	4152- 5044	60,526
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	64.0	2074-2521	2	65.3	2209-2685	4805- 5840	70,079
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	64.0	2074-2521	24	65.3	2209-2685	4805- 5840	70,079
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		54.9	1336-1618	3	56.2	1421-1723	3091- 3748	44,970
1870	PROGRAMMER ANALYST TRAINEE.....		52.9	1214-1470	0	54.2	1291-1565	2808- 3404	40,847
1871	ASSISTANT SYSTEMS PROGRAMMER.....		60.4	1740-2115	1	61.7	1853-2252	4030- 4898	58,777
*1872	PROGRAMMER ANALYST.....	Z	54.9	1336-1618	42	56.2	1421-1723	3091- 3748	44,970
1873	SYSTEMS PROGRAMMER.....	Z	62.5	1927-2342	16	63.8	2053-2496	4465- 5429	65,146
1874	SENIOR PROGRAMMER ANALYST.....	Z	58.9	1618-1965	50	60.2	1723-2094	3748- 4554	54,653
1875	SENIOR SYSTEMS PROGRAMMER.....	Z	64.6	2135-2596	14	65.9	2274-2764	4946- 6012	72,140
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	62.0	1881-2287	21	63.3	2004-2435	4359- 5296	63,554
1877	SUPERVISING SYSTEMS PROGRAMMER.....	Z	66.7	2365-2874	7	68.0	2521-3064	5483- 6664	79,970
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	68.2	2545-3093	0	69.5	2711-3295	5896- 7167	86,000
1880	CHIEF OF SYSTEMS.....	Z	68.2	2545-3093	19	69.5	2711-3295	5896- 7167	86,000
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z		3779-3779	1		4025-4025	8754- 8754	105,053

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 321

1934 STOREKEEPER............................

1991-92 SALARY SCHEDULE 46.8 APPROX $1974 - $2182 - $2390 MO.
$11.35 - $12.54 - $13.73 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	39	11.35	12.55	13.74		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	13	9.89	10.96	12.02	142.48	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	29	11.38	12.48	13.58	361.92	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	7	12.09	13.39	14.69	93.73	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	7	10.75	12.10	13.44	84.70	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	21	10.81	11.91	13.01	250.11	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF HAYWARD	1	11.04	12.22	13.39	12.22	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	23	12.74	13.42	14.10	308.66	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	6	12.75	14.13	15.50	84.78	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	2	11.63	12.70	13.76	25.40	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SANTA CLARA	2	14.12	15.67	17.22	31.34	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SUNNYVALE	2	14.04	15.56	17.07	31.12	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	16	14.46	15.60	16.73	249.60	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	5	12.56	12.86	13.15	64.30	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	11	12.38	13.61	14.83	149.71	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	14	12.13	13.31	14.48	186.34	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE LIVERMORE LAB.	18	10.76	13.19	15.62	237.42	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
BAY AREA RAPID TRANSIT	32	14.89	15.96	17.02	510.72	40.0	12	Y	Y	12	Y	N	15%	231	670	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	2	13.80	15.24	16.68	30.48	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
TOTALS 18	211	....			2,855.03											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.53 HR. 2354 MO.
RATE RANGE 12.18 TO 14.88 HR. 2119 TO 2589 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1934 STOREKEEPER *

			1991-92			1992-93 RECOMMENDED RATES			
		SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY		APPROX. MAX. ANNUAL EQUIV.
1914	FILM SERVICE TECHNICIAN	44.8	826- 998	3	46.4	891-1078	1938-	2345	28,136
1924	MATERIALS AND SUPPLIES SUPERVISOR	47.2	925-1120	6	48.8	998-1208	2171-	2627	31,529
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	48.8	998-1208	8	50.4	1078-1304	2345-	2836	34,034
1929	PARTS STOREKEEPER	51.1	1114-1349	27	52.7	1203-1457	2617-	3169	38,028
1930	WAREHOUSE WORKER	48.8	998-1208	27	50.4	1078-1304	2345-	2836	34,034
1931	SENIOR PARTS STOREKEEPER	52.8	1208-1463	5	54.4	1304-1580	2836-	3437	41,238
1932	ASSISTANT STOREKEEPER	44.8	826- 998	12	46.4	891-1078	1938-	2345	28,136
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR	50.0	1057-1279	14	51.6	1141-1381	2482-	3004	36,044
*1934	STOREKEEPER	46.8	908-1099	41	48.4	979-1185	2129-	2577	30,929
1935	PRINCIPAL PARTS STOREKEEPER	53.8	1267-1535	2	55.4	1368-1658	2975-	3606	43,274
1936	SENIOR STOREKEEPER	50.0	1057-1279	14	51.6	1141-1381	2482-	3004	36,044
1937	SUPERVISING PARTS STOREKEEPER	54.8	1329-1611	1	56.4	1436-1740	3123-	3785	45,414
1938	STORES AND EQUIPMENT ASST SUPERVISOR	53.3	1237-1499	2	54.9	1336-1618	2906-	3519	42,230
1939	SCHOOL WAREHOUSE SUPERVISOR Z	51.8	1152-1394	2	53.4	1243-1506	2704-	3276	39,307
1940	STORES AND EQUIPMENT SUPERVISOR Z	57.3	1499-1818	1	58.9	1618-1965	3519-	4274	51,287
1948	CODING SUPERVISOR, PURCHASING DEPT	53.3	1237-1499	3	54.9	1336-1618	2906-	3519	42,230
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN	49.9	1052-1273	3	51.5	1136-1375	2471-	2991	35,888
7441	TOOL ROOM MECHANIC AND CUSTODIAN	46.1	878-1062	7	47.7	947-1147	2060-	2495	29,937

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 178

1991-92 SALARY SCHEDULE 55.1

APPROX $2934 - $3244 - $3553 MO.
$16.86 - $18.64 - $20.42 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	16.86	18.65	20.43		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	6	16.55	18.26	19.96	109.56	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	6	16.96	18.63	20.29	111.78	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	1	15.14	16.77	18.40	16.77	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	1	16.02	17.62	19.22	17.62	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	4	15.67	17.63	19.58	70.52	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	11	17.27	19.08	20.89	209.88	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	3	14.58	15.90	17.21	47.70	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF OAKLAND	4	18.25	19.19	20.13	76.76	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	8	16.51	18.29	20.07	146.32	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SANTA CLARA	1	19.39	21.49	23.58	21.49	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SUNNYVALE	2	17.92	19.85	21.78	39.70	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	4	18.22	20.27	22.31	81.08	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
U. C. MEDICAL CENTER S.F.	6	18.10	22.63	27.16	135.78	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	5	18.10	22.63	27.16	113.15	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE LIVERMORE LAB.	13	15.22	19.18	23.14	249.34	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
LAWRENCE LIVERMORE LAB.	20	18.41	23.20	27.99	464.00	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
ALAMEDA-CONTRA COSTA TRANSIT	1	16.53	19.43	22.32	19.43	40.0	11	Y	Y	12	Y	Y	13%	118	237	10-15-20-30
BAY AREA RAPID TRANSIT	0	15.50	16.47	17.44	0.00	40.0	12	Y	Y	12	Y	N	15%	231	670	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	2	19.33	21.35	23.36	42.70	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
TOTALS 19	98	....			1,973.58											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 20.14 HR. 3504 MO.
RATE RANGE 18.13 TO 22.15 HR. 3154 TO 3854 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1952 PURCHASER *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1928	SCHOOL SUPPLIES ANALYST	Z	55.1	1349-1634	2	56.7	1457-1765	3169- 3839	46,067
1942	ASSISTANT MATERIALS COORDINATOR		60.2	1723-2094	2	61.8	1862-2264	4050- 4924	59,090
1944	MATERIALS COORDINATOR		63.0	1975-2401	3	64.6	2135-2596	4644- 5646	67,756
1950	ASSISTANT PURCHASER		48.6	989-1197	0	50.2	1067-1291	2321- 2808	33,695
*1952	PURCHASER	Z	55.1	1349-1634	17	56.7	1457-1765	3169- 3839	46,067
1954	PURCHASER, PRINTING	Z	55.1	1349-1634	0	56.7	1457-1765	3169- 3839	46,067
1956	SENIOR PURCHASER	Z	59.1	1634-1985	12	60.7	1765-2145	3839- 4665	55,985
1958	SUPERVISING PURCHASER	Z	63.1	1985-2412	2	64.7	2145-2607	4665- 5670	68,043

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 38

2230 PHYSICIAN SPECIALIST....................

1991-92 SALARY SCHEDULE 68.4 APPROX $5591 - $6195 - $6799 MO.
$32.13 - $35.60 - $39.07 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	152	32.14	35.61	39.08		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	10	38.73	42.37	46.00	423.70	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	46	30.47	34.54	38.61	1588.84	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	205	35.25	40.04	44.82	8208.20	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	22	33.78	37.42	41.05	823.24	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	84	30.88	40.13	49.37	3370.92	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	21	33.74	37.96	42.18	797.16	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	26	36.82	40.79	44.76	1060.54	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
U. C. MEDICAL CENTER S.F.	86	32.04	40.06	48.08	3445.16	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. MEDICAL CENTER S.F.	41	35.25	44.06	52.87	1806.46	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	7	32.04	40.06	48.08	280.42	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
U. C. BERKELEY	8	35.25	44.06	52.87	352.48	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 11	556	....			22,157.12											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 39.85 HR. 6933 MO.
RATE RANGE 35.87 TO 43.84 HR. 6241 TO 7628 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
2210	DENTIST	Z	66.9	2388-2902	11	69.2	2672-3248	5812- 7064	84,773
2212	DIRECTOR, DENTAL DIVISION	Z	69.1	2685-3263	2	71.6	3005-3653	6536- 7945	95,343
2220	PHYSICIAN	Z	67.4	2449-2977	8	69.7	2737-3327	5953- 7236	86,835
2222	SENIOR PHYSICIAN	Z	68.4	2571-3126	2	70.7	2874-3493	6251- 7597	91,167
*2230	PHYSICIAN SPECIALIST	Z	68.4	2571-3126	153	70.7	2874-3493	6251- 7597	91,167
2232	SENIOR PHYSICIAN SPECIALIST	Z	69.4	2700-3282	50	71.7	3018-3668	6564- 7978	95,735
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	70.9	2902-3527	7	73.2	3248-3948	7064- 8587	103,043
2234	DISTRICT HEALTH OFFICER	Z	70.9	2902-3527	2	73.2	3248-3948	7064- 8587	103,043
2235	MEDICAL DIRECTOR, DEPARTMENT OF HEALTH	Z	73.5	3295-4006	4	75.8	3689-4484	8024- 9753	117,032
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	65.8	2264-2752	1	68.1	2533-3080	5509- 6699	80,388
2240	RADIOLOGIST	Z	69.8	2752-3346	1	72.1	3080-3744	6699- 8143	97,718
2250	DIRECTOR OF CLINICAL SERVICES	Z	70.9	2902-3527	2	73.2	3248-3948	7064- 8587	103,043
2458	FORENSIC TOXICOLOGIST	Z	66.7	2365-2874	1	69.0	2647-3217	5757- 6997	83,964
2582	FORENSIC PATHOLOGIST	Z	75.6	3653-4440	5	77.9	4082-4961	8878- 10790	129,482

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 249

SAF750 2275 POST M.D. II............................

1991-92 SALARY SCHEDULE 0.0 APPROX $2893 - $2893 - $2893 MO.
$16.63 - $16.63 - $16.63 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	59	16.63	16.63	16.63		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
U. S. GOVERNMENT	33	16.73	16.73	16.73	552.09	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	35	15.13	15.13	15.13	529.55	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	27	17.81	17.81	17.81	480.87	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
SAN MATEO COUNTY	15	15.62	17.05	18.47	255.75	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	16	16.14	16.14	16.14	258.24	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-24
U. C. MEDICAL CENTER S.F.	210	15.06	15.06	15.06	3162.60	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
TOTALS 6	336	....			5,239.10											

(FRINGE BENEFITS)

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.59 HR. 2712 MO.
RATE RANGE 14.03 TO 17.15 HR. 2441 TO 2984 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2275 POST M.D. II *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2273	POST M.D. I		CONTRACT RATE	52		CONTRACT RATE		
*2275	POST M.D. II		CONTRACT RATE	59		CONTRACT RATE		
2277	POST M.D. III		CONTRACT RATE	43		CONTRACT RATE		
2279	POST M.D. IV		CONTRACT RATE	21		CONTRACT RATE		
2281	POST M.D. V		CONTRACT RATE	12		CONTRACT RATE		
2283	POST M.D. VI		CONTRACT RATE	17		CONTRACT RATE		

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 204

2312 LICENSED VOCATIONAL NURSE...............

1991-92 SALARY SCHEDULE 48.0 APPROX $2090 - $2309 - $2529 MO.
$12.01 - $13.27 - $14.53 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	164	12.01	13.28	14.54		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	1724	13.92	14.87	15.74	25635.88	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	80	10.79	11.78	12.77	942.40	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	258	13.87	14.57	15.27	3759.06	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	86	12.36	14.07	15.77	1210.02	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
SAN MATEO COUNTY	45	12.89	14.07	15.24	633.15	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	178	12.66	13.97	15.28	2486.66	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	1	13.21	13.93	14.64	13.93	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
U. C. MEDICAL CENTER S.F.	137	13.63	14.60	15.57	2000.20	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
TOTALS 8	2,509	....			36,681.30											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.62 HR. 2543 MO.
R A T E R A N G E 13.16 TO 16.08 HR. 2289 TO 2797 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE..... *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
2120	INSTITUTIONAL ADMITTING OFFICER.....	55.4	1368-1658	1	57.5	1513-1835	3291- 3991	47,894
2202	DENTAL AIDE.....	47.4	934-1131	14	49.5	1032-1249	2245- 2717	32,599
2204	DENTAL HYGIENIST.....	52.4	1185-1436	3	54.5	1310-1588	2849- 3454	41,447
2218	PHYSICIAN ASSISTANT.....	60.2	1723-2094	4	62.3	1909-2319	4152- 5044	60,526
2301	ORDERLY TRAINEE.....		846- 846	2		935- 935	2034- 2034	24,404
2302	ORDERLY.....	46.6	899-1088	632	48.7	994-1203	2162- 2617	31,398
2304	PSYCHIATRIC ORDERLY.....	47.3	929-1125	1	49.4	1027-1243	2234- 2704	32,442
2305	PSYCHIATRIC TECHNICIAN.....	48.3	975-1180	75	50.4	1078-1304	2345- 2836	34,034
2306	SENIOR PSYCHIATRIC ORDERLY.....	49.3	1022-1237	2	51.4	1131-1368	2460- 2975	35,705
2310	SURGICAL PROCEDURES TECHNICIAN.....	48.3	975-1180	16	50.4	1078-1304	2345- 2836	34,034
*2312	LICENSED VOCATIONAL NURSE.....	48.0	961-1163	165	50.1	1062-1285	2310- 2795	33,539
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...	47.6	943-1141	52	49.7	1042-1261	2266- 2743	32,912
2392	SR CENTRAL PROCESSING AND DISTR TECH....	53.0	1220-1477	4	55.1	1349-1634	2934- 3554	42,647
2402	LABORATORY HELPER.....	43.3	769- 929	6	45.4	850-1027	1849- 2234	26,805
2403	FORENSIC LABORATORY TECH.....	45.7	862-1042	1	47.8	952-1152	2071- 2506	30,067
2406	PHARMACY HELPER.....	47.3	929-1125	5	49.4	1027-1243	2234- 2704	32,442
2408	SENIOR PHARMACY HELPER.....	49.3	1022-1237	1	51.4	1131-1368	2460- 2975	35,705
2409	PHARMACY TECHNICIAN.....	50.3	1073-1298	32	52.4	1185-1436	2577- 3123	37,480
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....	45.3	846-1022	7	47.4	934-1131	2031- 2460	29,519
2420	HISTOLOGY TECHNICIAN.....	52.6	1197-1450	1	54.7	1323-1603	2878- 3487	41,838
2423	RADIOLOGIC TECHNOLOGIST INTERN.....	CONTRACT RATE		6	CONTRACT RATE			
2424	X-RAY LABORATORY AIDE.....	46.4	891-1078	13	48.5	984-1191	2140- 2590	31,085
2425	RADIOLOGIC TECHNOLOGIST I.....	50.9	1104-1336	0	53.0	1220-1477	2654- 3212	38,550
2426	RADIOLOGIC TECHNOLOGIST II.....	51.7	1147-1388	0	53.8	1267-1535	2756- 3339	40,064
2427	RADIOLOGIC TECHNOLOGIST III.....	52.9	1214-1470	0	55.0	1342-1626	2919- 3537	42,439
2430	MEDICAL EVALUATIONS ASSISTANT.....	47.4	934-1131	14	49.5	1032-1249	2245- 2717	32,599
2431	CHIEF RADIOLOGIC TECH (ABOLISHED 5/1/89)	57.2	1491-1809	1	59.3	1650-2004	3589- 4359	52,304
2432	ELECTROCARDIOGRAPH TECHNICIAN.....	48.9	1003-1214	5	51.0	1109-1342	2412- 2919	35,026
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....	50.9	1104-1336	1	53.0	1220-1477	2654- 3212	38,550
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....	50.4	1078-1304	1	52.5	1191-1443	2590- 3139	37,662
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II....	51.4	1131-1368	1	53.5	1249-1513	2717- 3291	39,489
2440	VETERINARY LABORATORY TECHNOLOGIST.....	56.6	1450-1756	3	58.7	1603-1946	3487- 4233	50,791
2441	DIAGNOSTIC MEDICAL SONOGRAPHER I.....	51.4	1131-1368	0	53.5	1249-1513	2717- 3291	39,489
2442	DIAGNOSTIC MEDICAL SONOGRAPHER II.....	53.9	1273-1543	2	56.0	1407-1706	3060- 3711	44,527
2493	ASSOCIATE RADIOLOGIC TECHNOLOGIST.....	52.8	1208-1463	0	54.9	1336-1618	2906- 3519	42,230
2494	STAFF RADIOLOGIC TECHNOLOGIST.....	54.0	1279-1550	40	56.1	1414-1714	3075- 3728	44,735
2495	SENIOR RADIOLOGIC TECHNOLOGIST.....	55.3	1362-1650	11	57.4	1506-1827	3276- 3974	47,685

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2496	RADIOLOGIC TECHNOLOGIST SUPERVISOR		56.8	1463-1773	7	58.9	1618-1965	3519- 4274	51,287
2498	DIRECTOR, RADIOLOGY	Z	66.1	2297-2793	1	68.2	2545-3093	5535- 6727	80,727
2514	ORTHOPEDIC TECHNICIAN I		48.3	975-1180	1	50.4	1078-1304	2345- 2836	34,034
2515	ORTHOPEDIC TECHNICIAN II		49.3	1022-1237	2	51.4	1131-1368	2460- 2975	35,705
2517	JAIL MEDICAL TECHNICIAN		53.0	1220-1477	9	55.1	1349-1634	2934- 3554	42,647
2520	MORGUE ATTENDANT		47.8	952-1152	0	49.9	1052-1273	2288- 2769	33,225
2522	SENIOR MORGUE ATTENDANT		49.3	1022-1237	1	51.4	1131-1368	2460- 2975	35,705
2523	FORENSIC AUTOPSY TECHNICIAN		49.3	1022-1237	3	51.4	1131-1368	2460- 2975	35,705
2526	AMBULANCE DRIVER		57.2	1491-1809	2	59.3	1650-2004	3589- 4359	52,304
2528	MEDICAL STEWARD		57.2	1491-1809	0	59.3	1650-2004	3589- 4359	52,304
2530	SENIOR MEDICAL STEWARD		58.7	1603-1946	3	60.8	1773-2156	3856- 4689	56,272
2531	ASSISTANT CHIEF PARAMEDIC DIVISION	Z	62.7	1946-2365	1	64.8	2156-2621	4689- 5701	68,408
2532	PARAMEDIC		57.2	1491-1809	132	59.3	1650-2004	3589- 4359	52,304
2533	EMERGENCY MED SERVS AGENCY SPECIALIST	Z	60.7	1765-2145	3	62.8	1955-2377	4252- 5170	62,040
2534	PARAMEDIC SUPERVISOR	Z	60.7	1765-2145	13	62.8	1955-2377	4252- 5170	62,040
2535	CHIEF, PARAMEDIC DIVISION	Z	62.7	1946-2365	1	64.8	2156-2621	4689- 5701	68,408
2536	RESPIRATORY CARE PRACTITIONER		50.7	1093-1323	2	52.8	1208-1463	2627- 3182	38,184
2537	RESPIRATORY CARE PRACTITIONER II		57.7	1528-1853	1	59.8	1690-2053	3676- 4465	53,583
2538	AUDIOMETRIST		57.2	1491-1809	1	59.3	1650-2004	3589- 4359	52,304
2540	AUDIOLOGIST	Z	59.2	1642-1994	2	61.3	1818-2209	3954- 4805	57,655
2542	SPEECH PATHOLOGIST	Z	58.7	1603-1946	3	60.8	1773-2156	3856- 4689	56,272
2546	HANDICRAFT INSTRUCTOR		49.1	1013-1226	0	51.2	1120-1355	2436- 2947	35,366
2548	OCCUPATIONAL THERAPIST	Z	55.7	1388-1682	20	57.8	1535-1862	3339- 4050	48,598
2550	SENIOR OCCUPATIONAL THERAPIST	Z	58.9	1618-1965	5	61.0	1791-2178	3895- 4737	56,846
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV	Z	53.4	1243-1506	2	55.5	1375-1666	2991- 3624	43,483
2554	THERAPY AIDE		49.0	1008-1220	7	51.1	1114-1349	2423- 2934	35,209
2555	PHYSICAL THERAPIST ASSISTANT		51.5	1136-1375	2	53.6	1255-1520	2730- 3306	39,672
2556	PHYSICAL THERAPIST	Z	55.7	1388-1682	21	57.8	1535-1862	3339- 4050	48,598
2558	SENIOR PHYSICAL THERAPIST	Z	58.9	1618-1965	3	61.0	1791-2178	3895- 4737	56,846
2559	DIRECTOR OF ACTIVITY THERAPHY, LHH	Z	57.6	1520-1844	1	59.7	1682-2043	3658- 4444	53,322
2560	REHABILITATION COORDINATOR	Z	62.8	1955-2377	1	64.9	2166-2632	4711- 5725	68,695
2561	OPTOMETRIST		63.0	1975-2401	1	65.1	2188-2660	4759- 5786	69,426
2565	ACUPUNCTURIST	Z	54.3	1298-1573	1	56.4	1436-1740	3123- 3785	45,414
7303	BARBER		48.6	989-1197	1	50.7	1093-1323	2377- 2878	34,530
7324	BEAUTICIAN		48.6	989-1197	3	50.7	1093-1323	2377- 2878	34,530
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES			729- 729	3		806- 806	1753- 1753	21,037
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT			729- 729	0		806- 806	1753- 1753	21,037

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE.....*

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
I120	SENIOR ORDERLY.....	47.6	943-1141	1	49.7	1042-1261	2266- 2743	32,912

NUMBER OF CLASSES THIS BENCHMARK..... 75
NUMBER OF POSITIONS THIS BENCHMARK..... 1382

2444 CLINICAL LABORATORY TECHNOLOGIST........

1991-92 SALARY SCHEDULE 55.6 APPROX $3003 - $3322 - $3640 MO.
$17.26 - $19.09 - $20.92 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	MO HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	17.26	19.10	20.93		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	1102	19.26	20.52	21.77	22613.04	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	16.59	17.83	19.06	89.15	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	47	18.61	20.37	22.12	957.39	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	11	16.48	18.26	20.03	200.86	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	12	17.53	19.75	21.96	237.00	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	51	16.30	18.06	19.81	921.06	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
U. C. MEDICAL CENTER S.F.	189	16.43	20.55	24.66	3883.95	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	10	14.94	18.68	22.41	186.80	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 8	1,427	....			29,089.25											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 20.38 HR. 3546 MO.
RATE RANGE 18.34 TO 22.42 HR. 3191 TO 3901 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2444 CLINICAL LABORATORY TECHNOLOGIST..... *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		55.0	1342-1626	2	56.4	1436-1740	3123- 3785	45,414
*2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	55.6	1381-1674	5	57.0	1477-1791	3212- 3895	46,745
2446	SR CLINICAL LABORATORY TECHNOLOGIST....	Z	58.6	1596-1936	1	60.0	1706-2074	3711- 4511	54,131
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		48.1	966-1169	2	49.5	1032-1249	2245- 2717	32,599
2456	ASST FORENSIC TOXICOLOGIST I.....	Z	57.5	1513-1835	3	58.9	1618-1965	3519- 4274	51,287
2457	ASST FORENSIC TOXICOLOGIST II.....	Z	60.0	1706-2074	1	61.4	1827-2221	3974- 4831	57,968
2459	FORENSIC LABORATORY MANAGER.....	Z	58.7	1603-1946	1	60.1	1714-2084	3728- 4533	54,392
2462	MICROBIOLOGIST.....	Z	57.5	1513-1835	7	58.9	1618-1965	3519- 4274	51,287
2464	SENIOR MICROBIOLOGIST.....	Z	59.5	1666-2023	4	60.9	1782-2166	3876- 4711	56,533
2465	VIROLOGIST.....	Z	61.6	1844-2242	0	63.0	1975-2401	4296- 5222	62,666
2466	CHIEF MICROBIOLOGIST.....	Z	62.6	1936-2354	1	64.0	2074-2521	4511- 5483	65,798
2471	WATER QUALITY CHEMIST.....	Z	57.2	1491-1809	27	58.6	1596-1936	3471- 4211	50,530
2472	SENIOR WATER CHEMIST.....	Z	61.4	1827-2221	2	62.8	1955-2377	4252- 5170	62,040
2473	MARINE BIOLOGIST.....	Z	57.2	1491-1809	8	58.6	1596-1936	3471- 4211	50,530
2474	SENIOR MARINE BIOLOGIST.....	Z	61.7	1853-2252	1	63.1	1985-2412	4317- 5246	62,953
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	61.7	1853-2252	7	63.1	1985-2412	4317- 5246	62,953
2484	PUBLIC HEALTH ASSISTANT TOXICOLOGIST I..		53.0	1220-1477	0	54.4	1304-1580	2836- 3437	41,238
2486	PUBLIC HEALTH ASSISTANT TOXICOLOGIST II.	Z	57.5	1513-1835	5	58.9	1618-1965	3519- 4274	51,287
2488	PUBLIC HEALTH ASST TOXICOLOGIST III.....	Z	60.0	1706-2074	1	61.4	1827-2221	3974- 4831	57,968
2490	PUBLIC HEALTH CLINICAL TOXICOLOGIST.....	Z	62.5	1927-2342	1	63.9	2063-2507	4487- 5453	65,433
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	65.8	2264-2752	1	67.2	2424-2946	5272- 6408	76,891
2802	EPIDEMIOLOGIST I.....	Z	55.0	1342-1626	1	56.4	1436-1740	3123- 3785	45,414
2803	EPIDEMIOLOGIST II.....	Z	60.0	1706-2074	0	61.4	1827-2221	3974- 4831	57,968
2804	EPIDEMIOLOGIST III.....	Z	63.0	1975-2401	0	64.4	2115-2571	4600- 5592	67,103
6106	SANITARY ENGINEERING TECHNICIAN.....		54.7	1323-1603	33	56.1	1414-1714	3075- 3728	44,735
6116	SUPERVISING WASTEWATER CONTROL INSP.....		61.9	1871-2274	1	63.3	2004-2435	4359- 5296	63,554

NUMBER OF CLASSES THIS BENCHMARK..... 26
NUMBER OF POSITIONS THIS BENCHMARK..... 115

SAE750 2450 PHARMACIST

1991-92 SALARY SCHEDULE 59.5 APPROX $3623 - $4011 - $4400 MO.
$20.82 - $23.05 - $25.28 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	28	20.83	23.06	25.29		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	533	24.33	26.01	27.53	13863.33	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	8	21.91	23.04	24.16	184.32	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	66	16.10	18.52	20.93	1222.32	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	29	23.16	25.57	27.98	741.53	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	11	20.61	22.74	24.86	244.64	40.0	14	Y	Y	12	Y	Y	8%	199	439	15-15-20-25
SAN MATEO COUNTY	8	21.29	23.95	26.60	191.60	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	53	22.65	25.03	27.41	1326.59	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
U. C. MEDICAL CENTER S.F.	21	19.88	24.86	29.84	522.06	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
TOTALS 8	729		.....		18,296.39											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 25.10 HR. 4367 MO.
RATE RANGE 22.59 TO 27.61 HR. 3930 TO 4804 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2450 PHARMACIST *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
*2450	PHARMACIST	Z	59.5	1666-2023	28	61.2	1809-2199	3935- 4783	57,394
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP	Z	61.5	1835-2230	1	63.2	1994-2424	4337- 5272	63,266
2452	DIRECTOR OF PHARMACEUTICAL SERVICES	Z	63.5	2023-2459	1	65.2	2199-2672	4783- 5812	69,739
2453	SUPERVISING PHARMACIST	Z	61.5	1835-2230	7	63.2	1994-2424	4337- 5272	63,266
2454	CLINICAL PHARMACIST		62.5	1927-2342	23	64.2	2094-2545	4554- 5535	66,425
2455	PHARMACY DIRECTOR, LHH	Z	63.5	2023-2459	1	65.2	2199-2672	4783- 5812	69,739

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 61

2574 CLINICAL PSYCHOLOGIST..................

1991-92 SALARY SCHEDULE 60.6

APPROX $3819 - $4231 - $4643 MO.
$21.95 - $24.31 - $26.68 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	31	21.95	24.32	26.69		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	227	25.02	26.87	29.31	6099.49	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	19.96	22.09	24.22	66.27	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	67	22.95	26.40	29.84	1768.80	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	19	22.98	24.10	25.22	457.90	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
MARIN COUNTY	3	22.76	25.11	27.45	75.33	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	9	21.46	24.14	26.82	217.26	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	18	21.20	23.42	25.64	421.56	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	1	18.54	20.11	21.68	20.11	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
U. C. MEDICAL CENTER S.F.	23	19.88	24.86	29.84	571.78	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	0	19.88	24.86	29.84	0.00	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 10	370	....			9,698.50											

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WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 26.21 HR. 4560 MO.
R A T E R A N G E 23.59 TO 28.83 HR. 4104 TO 5016 MO.

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2574 CLINICAL PSYCHOLOGIST *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
*2574	CLINICAL PSYCHOLOGIST	Z	60.6	1756-2135	31	62.1	1890-2297	4111- 4996	59,952
2575	RESEARCH PSYCHOLOGIST	Z	62.1	1890-2297	1	63.6	2033-2472	4422- 5377	64,519
2576	SUPERVISING CLINICAL PSYCHOLOGIST	Z	62.1	1890-2297	2	63.6	2033-2472	4422- 5377	64,519
2585	HEALTH WORKER I		41.9	721- 870	35	43.4	773- 934	1681- 2031	24,377
2586	HEALTH WORKER II		44.4	810- 979	64	45.9	870-1052	1892- 2288	27,457
2587	HEALTH WORKER III		46.3	887-1073	68	47.8	952-1152	2071- 2506	30,067
2588	HEALTH WORKER IV		50.0	1057-1279	25	51.5	1136-1375	2471- 2991	35,888
2589	HEALTH PROGRAM COORDINATOR I	Z	53.0	1220-1477	3	54.5	1310-1588	2849- 3454	41,447
2591	HEALTH PROGRAM COORDINATOR II	Z	56.0	1407-1706	10	57.5	1513-1835	3291- 3991	47,894
2593	HEALTH PROGRAM COORDINATOR III	Z	59.5	1666-2023	26	61.0	1791-2178	3895- 4737	56,846
2594	EMPLOYEE ASSISTANCE COUNSELOR	Z	52.2	1174-1421	3	53.7	1261-1528	2743- 3323	39,881
2595	SR EMPLOYEE ASSISTANCE COUNSELOR	Z	55.2	1355-1642	1	56.7	1457-1765	3169- 3839	46,067
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR	Z	59.6	1674-2033	1	61.1	1800-2188	3915- 4759	57,107
2818	HEALTH PROGRAM PLANNER		57.2	1491-1809	2	58.7	1603-1946	3487- 4233	50,791
2820	SENIOR HEALTH PROGRAM PLANNER	Z	60.2	1723-2094	6	61.7	1853-2252	4030- 4898	58,777

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 278

2604 FOOD SERVICE WORKER.....................

1991-92 SALARY SCHEDULE 43.1 APPROX $1657 - $1829 - $2001 MO.
$9.52 - $10.51 - $11.50 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	126	9.53	10.52	11.50		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	1088	10.52	11.40	12.10	12403.20	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	129	8.43	9.34	10.25	1204.86	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	114	9.75	10.57	11.38	1204.98	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	89	10.98	11.72	12.45	1043.08	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	37	9.97	11.67	13.36	431.79	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	18	10.72	11.36	11.99	204.48	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	40	9.38	10.33	11.27	413.20	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
U. C. MEDICAL CENTER S.F.	142	10.52	10.98	11.43	1559.16	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	46	8.48	9.13	9.78	419.98	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 9	1,703	....			18,884.73											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.09 HR. 1929 MO.
R A T E R A N G E 9.98 TO 12.20 HR. 1736 TO 2122 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2604 FOOD SERVICE WORKER.....*

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
*2604	FOOD SERVICE WORKER		43.1	762- 920	126	44.3	807- 975	1755- 2121	25,448
2606	SENIOR FOOD SERVICE WORKER		44.1	800- 966	26	45.3	846-1022	1840- 2223	26,674
2608	SUPPLY ROOM ATTENDENT		44.7	822- 994	2	45.9	870-1052	1892- 2288	27,457
2615	SCHOOL LUNCHROOM HELPER		43.1	762- 920	658	44.3	807- 975	1755- 2121	25,448
2618	FOOD SERVICE SUPERVISOR		46.9	912-1104	6	48.1	966-1169	2101- 2543	30,511
2619	SENIOR FOOD SERVICE SUPERVISOR		48.9	1003-1214	2	50.1	1062-1285	2310- 2795	33,539
2620	FOOD SERVICE MANAGER ADMINISTRATOR	Z	56.7	1457-1765	5	57.9	1543-1871	3356- 4069	48,833
2630	SCHOOL LUNCHROOM COOK		45.1	838-1013	30	46.3	887-1073	1929- 2334	28,005
2632	COOK-MANAGER, ELEMENTARY SCHOOL		46.1	878-1062	36	47.3	929-1125	2021- 2447	29,363
2634	COOK-MANAGER, SECONDARY SCHOOL		49.0	1008-1220	31	50.2	1067-1291	2321- 2808	33,695
2650	ASSISTANT COOK		46.1	878-1062	7	47.3	929-1125	2021- 2447	29,363
2652	BAKER		50.6	1088-1316	1	51.8	1152-1394	2506- 3032	36,383
2654	COOK		49.1	1013-1226	25	50.3	1073-1298	2334- 2823	33,878
2656	CHEF		53.6	1255-1520	13	54.8	1329-1611	2891- 3504	42,047
2660	ADMINISTRATIVE CHEF	Z	59.5	1666-2023	2	60.7	1765-2145	3839- 4665	55,985
2662	DIRECTOR OF FOOD SERVICES	Z	61.5	1835-2230	2	62.7	1946-2365	4233- 5144	61,727
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT		44.6	818- 989	94	45.8	866-1047	1884- 2277	27,327
2674	CHILDREN'S CENTER HOUSEPARENT		46.1	878-1062	18	47.3	929-1125	2021- 2447	29,363
7351	HEAD MEAT CUTTER		53.6	1255-1520	0	54.8	1329-1611	2891- 3504	42,047

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 1084

2624 DIETITIAN..............................

1991-92 SALARY SCHEDULE 52.5 APPROX $2590 - $2864 - $3138 MO.
$14.88 - $16.46 - $18.03 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	12	14.89	16.47	18.04		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	152	16.79	17.91	19.26	2722.32	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	6	14.10	15.57	17.04	93.42	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	17	13.31	15.31	17.30	260.27	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	7	16.94	17.77	18.60	124.39	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	3	14.02	15.53	17.04	46.59	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	6	16.31	18.35	20.39	110.10	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	12	15.94	17.60	19.26	211.20	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
U. C. MEDICAL CENTER S.F.	17	14.94	18.68	22.41	317.56	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	0	14.94	18.68	22.41	0.00	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
TOTALS 9	220	....			3,885.85											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 17.66 HR. 3072 MO.
RATE RANGE 15.89 TO 19.43 HR. 2764 TO 3380 MO.

CIVIL SERVICE COMMISSION

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2624 DIETITIAN.....*

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2624	DIETITIAN.....	Z	52.5	1191-1443	14	54.0	1279-1550	2782- 3371	40,455
2626	CHIEF DIETITIAN.....	Z	56.8	1463-1773	2	58.3	1573-1909	3421- 4152	49,825
2636	SCHOOL LUNCHROOM AREA SUPERVISOR.....		56.0	1407-1706	5	57.5	1513-1835	3291- 3991	47,894
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	Z	59.0	1626-1975	1	60.5	1748-2124	3802- 4620	55,436
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	63.2	1994-2424	1	64.7	2145-2607	4665- 5670	68,043
2846	NUTRITIONIST.....	Z	57.4	1506-1827	11	58.9	1618-1965	3519- 4274	51,287

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 34

1991-92 SALARY SCHEDULE 43.3 APPROX $1672 - $1846 - $2020 MO.
$9.61 - $10.61 - $11.61 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO. HEALTH EMPL	HEALTH FAMILY	VAC 1YR 5-15 MAX
CITY & COUNTY SAN FRANCISCO	804	9.61	10.61	11.61		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	6419	9.82	11.22	11.75	72021.18	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	165	8.58	9.42	10.25	1554.30	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	150	8.97	9.72	10.46	1458.00	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	318	9.75	10.57	11.38	3361.26	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	116	10.46	11.45	12.44	1328.20	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	56	9.96	10.47	10.98	586.32	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	11	11.39	11.91	12.43	131.01	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	72	9.84	11.07	12.30	797.04	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	219	9.68	10.66	11.63	2334.54	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	12	11.38	11.70	12.01	140.40	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	6	9.46	10.48	11.50	62.88	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF DALY CITY	8	12.87	14.27	15.66	114.16	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF OAKLAND	39	10.90	11.48	12.06	447.72	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	93	10.34	11.45	12.56	1064.85	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	16	10.12	11.01	11.89	176.16	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SANTA CLARA	3	13.05	14.35	15.64	43.05	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	20	12.73	13.73	14.73	274.60	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	137	9.44	10.46	11.47	1433.02	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	312	10.11	11.00	11.88	3432.00	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	91	10.18	11.04	11.90	1004.64	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
BAY AREA RAPID TRANSIT	80	13.87	13.87	13.87	1109.60	40.0	12	Y	Y	12	Y	N	15%	231	670	15-20-25-30
TOTALS 21	8,343	....			92,874.93											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.13 HR. 1936 MO.
RATE RANGE 10.02 TO 12.24 HR. 1743 TO 2129 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
2702	DRESSING ROOM ATTENDANT		7.01 HR	0		7.40 HR		
2706	HOUSEKEEPER	40.5	674- 814	3	41.6	710- 858	1544- 1866	22,394
*2708	CUSTODIAN	43.3	769- 929	805	44.4	810- 979	1762- 2129	25,552
2716	CUSTODIAL ASSISTANT SUPERVISOR	45.3	846-1022	54	46.4	891-1078	1938- 2345	28,136
2718	CUSTODIAL SUPERVISOR I	47.3	929-1125	29	48.4	979-1185	2129- 2577	30,929
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	49.3	1022-1237	6	50.4	1078-1304	2345- 2836	34,034
2720	JANITORIAL SERVICES SUPERVISOR	51.3	1125-1362	3	52.4	1185-1436	2577- 3123	37,480
2727	SCHOOL CUSTODIAN SUPERVISOR I	47.3	929-1125	17	48.4	979-1185	2129- 2577	30,929
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I	49.6	1037-1255	12	50.7	1093-1323	2377- 2878	34,530
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II	52.1	1169-1414	1	53.2	1232-1491	2680- 3243	38,915
2736	PORTER	43.3	769- 929	255	44.4	810- 979	1762- 2129	25,552
2738	PORTER ASSISTANT SUPERVISOR	45.3	846-1022	7	46.4	891-1078	1938- 2345	28,136
2740	PORTER SUPERVISOR I	47.3	929-1125	13	48.4	979-1185	2129- 2577	30,929
2742	GENERAL SERVICES SUPERVISOR	48.4	979-1185	1	49.5	1032-1249	2245- 2717	32,599
2785	ASSISTANT GENERAL SERVICES MANAGER	53.7	1261-1528	5	54.8	1329-1611	2891- 3504	42,047
2786	GENERAL SERVICES MANAGER	57.9	1543-1871	3	59.0	1626-1975	3537- 4296	51,548
7268	WINDOW CLEANER SUPERVISOR	51.7	1147-1388	1	52.8	1208-1463	2627- 3182	38,184
7392	WINDOW CLEANER	49.7	1042-1261	11	50.8	1099-1329	2390- 2891	34,687
7426	ELEVATOR OPERATOR	42.9	755- 912	0	44.0	796- 961	1731- 2090	25,082
7524	INSTITUTION UTILITY WORKER	45.1	838-1013	7	46.2	882-1067	1918- 2321	27,849
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR	53.1	1226-1484	1	54.2	1291-1565	2808- 3404	40,847

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 1234

2760 LAUNDRY WORKER........................

1991-92 SALARY SCHEDULE 41.5 APPROX $1537 - $1697 - $1857 MO.
$8.83 - $9.75 - $10.67 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	66	8.88	9.81	10.73		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	454	9.41	10.15	10.95	4608.10	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	0	8.43	9.34	10.25	0.00	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	23	8.97	9.72	10.46	223.56	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	20	9.98	10.91	11.83	218.20	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
SANTA CLARA COUNTY	24	9.50	10.47	11.43	251.28	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
U. C. MEDICAL CENTER S.F.	12	10.52	10.98	11.43	131.76	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. MEDICAL CENTER S.F.	17	10.95	11.44	11.93	194.48	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
TOTALS 7	550	....			5,627.38											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.23 HR. 1780 MO.
R A T E R A N G E 9.21 TO 11.25 HR. 1602 TO 1957 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2760 LAUNDRY WORKER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*2760	LAUNDRY WORKER	41.5	707- 854	66	42.6	745- 899	1620- 1955	23,464
2770	SENIOR LAUNDRY WORKER	42.5	742- 895	20	43.6	781- 943	1699- 2051	24,612
2772	SEWING TECHNICIAN	42.0	724- 874	7	43.1	762- 920	1657- 2001	24,012
2774	SENIOR SEWING TECHNICIAN	45.0	834-1008	2	46.1	878-1062	1910- 2310	27,718
2780	LAUNDRY WORKER SUPERVISOR	47.5	938-1136	5	48.6	989-1197	2151- 2603	31,242
2782	LAUNDRY SUPERINTENDENT	51.7	1147-1388	1	52.8	1208-1463	2627- 3182	38,184

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 101

SAF750 2903 ELIGIBILITY WORKER.......................

1991-92 SALARY SCHEDULE 46.0 APPROX $1900 - $2099 - $2298 MO.
$10.92 - $12.06 - $13.21 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	MO HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	40	10.93	12.07	13.21		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
ALAMEDA COUNTY	643	12.13	13.25	14.36	8519.75	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	70	11.49	12.73	13.96	891.10	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	40	12.19	13.44	14.68	537.60	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	92	11.96	13.46	14.95	1238.32	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	295	12.21	13.48	14.74	3976.60	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-21
TOTALS 5	1,140	....			15,163.37											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.30 HR. 2314 MO.
R A T E R A N G E 11.97 TO 14.63 HR. 2082 TO 2545 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2903 ELIGIBILITY WORKER *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1487	FINANCIAL AIDS ASSISTANT		49.0	1008-1220	11	51.1	1114-1349	2423- 2934	35,209
*2903	ELIGIBILITY WORKER		46.0	874-1057	40	48.1	966-1169	2101- 2543	30,511
2905	SENIOR ELIGIBILITY WORKER		49.0	1008-1220	404	51.1	1114-1349	2423- 2934	35,209
2907	ELIGIBILITY WORKER SUPERVISOR		55.0	1342-1626	62	57.1	1484-1800	3228- 3915	46,980
2908	HOSPITAL ELIGIBILITY WORKER		49.0	1008-1220	73	51.1	1114-1349	2423- 2934	35,209
2909	HOSPITAL ELIGIBILTY SUPERVISOR		55.0	1342-1626	12	57.1	1484-1800	3228- 3915	46,980
2911	ELIGIBILITY APPEALS SPECIALIST		53.9	1273-1543	12	56.0	1407-1706	3060- 3711	44,527
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR	Z	59.5	1666-2023	12	61.6	1844-2242	4011- 4876	58,516
2947	HOSPITAL ELIGIBILITY MANAGER, DPH	Z	59.5	1666-2023	3	61.6	1844-2242	4011- 4876	58,516
8104	VICTIM & WITNESS TECHNICIAN		47.7	947-1147	1	49.8	1047-1267	2277- 2756	33,069

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 630

SAE750

2910 SOCIAL WORKER..........................

1991-92 SALARY SCHEDULE 50.9

APPROX $2401 - $2653 - $2905 MO.
$13.80 - $15.25 - $16.70 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
						F R I N G E	B E N E F I T S									
CITY & COUNTY SAN FRANCISCO	7	13.80	15.25	16.70		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
ALAMEDA COUNTY	22	14.79	16.21	17.62	356.62	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	61	15.02	16.64	18.25	1015.04	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	11	15.33	16.91	18.49	186.01	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	21	14.53	16.35	18.16	343.35	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	102	15.46	17.07	18.67	1741.14	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
TOTALS 5	217		....		3,642.16											

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WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.78 HR. 2919 MO.
R A T E R A N G E 15.10 TO 18.46 HR. 2627 TO 3212 MO.

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2566	REHABILITATION COUNSELOR		54.2	1291-1565	3	56.3	1429-1731	3108- 3765	45,179
2806	DISEASE CONTROL INVESTIGATOR	Z	52.8	1208-1463	16	54.9	1336-1618	2906- 3519	42,230
2808	SENIOR DISEASE CONTROL INVESTIGATOR	Z	54.3	1298-1573	5	56.4	1436-1740	3123- 3785	45,414
2810	PRINCIPAL DISEASE CONTROL INVESTIGATOR	Z	56.7	1457-1765	1	58.8	1611-1955	3504- 4252	51,026
2904	SOCIAL SERVICE TECHNICIAN		46.2	882-1067	25	48.3	975-1180	2121- 2567	30,798
2906	SOCIAL WORKER TRAINEE			1064-1064	0		1176-1176	2558- 2558	30,694
*2910	SOCIAL WORKER	Z	50.9	1104-1336	8	53.0	1220-1477	2654- 3212	38,550
2912	SENIOR SOCIAL WORKER	Z	52.4	1185-1436	127	54.5	1310-1588	2849- 3454	41,447
2914	SOCIAL WORK SUPERVISOR	Z	55.4	1368-1658	16	57.5	1513-1835	3291- 3991	47,894
2920	MEDICAL SOCIAL WORKER	Z	55.9	1401-1698	58	58.0	1550-1881	3371- 4091	49,094
2922	SENIOR MEDICAL SOCIAL WORKER	Z	57.9	1543-1871	6	60.0	1706-2074	3711- 4511	54,131
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	59.1	1634-1985	3	61.2	1809-2199	3935- 4783	57,394
2925	CHIEF, MEDICAL SOCIAL SERVICES	Z	61.1	1800-2188	1	63.2	1994-2424	4337- 5272	63,266
2930	PSYCHIATRIC SOCIAL WORKER	Z	55.9	1401-1698	80	58.0	1550-1881	3371- 4091	49,094
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	57.9	1543-1871	24	60.0	1706-2074	3711- 4511	54,131
2933	CONSERVATORSHIP/CASE MGNT SUPERVISOR	Z	59.7	1682-2043	2	61.8	1862-2264	4050- 4924	59,090
2934	CHIEF PSYCHIATRIC SOCIAL WORKER	Z	60.9	1782-2166	1	63.0	1975-2401	4296- 5222	62,666
2940	CHILD WELFARE WORKER	Z	55.9	1401-1698	143	58.0	1550-1881	3371- 4091	49,094
2942	SENIOR CHILD WELFARE WORKER	Z	57.9	1543-1871	9	60.0	1706-2074	3711- 4511	54,131
2944	CHILD WELFARE SUPERVISOR	Z	59.4	1658-2014	23	61.5	1835-2230	3991- 4850	58,203
2945	CHILDREN'S SERVICES INVESTIGATOR	Z	65.7	2252-2737	0	67.8	2496-3035	5429- 6601	79,214
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	62.4	1918-2332	8	64.5	2124-2582	4620- 5616	67,390
2950	SOCIAL SERVICE DIVISION SUPERVISOR	Z	61.9	1871-2274	0	64.0	2074-2521	4511- 5483	65,798
2951	COMMUNITY SERVICES COORDINATOR	Z	61.4	1827-2221	0	63.5	2023-2459	4400- 5348	64,180
2965	SOCIAL SERVICES RESOURCE MANAGER	Z	63.6	2033-2472	1	65.7	2252-2737	4898- 5953	71,436
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	65.6	2242-2726	0	67.7	2483-3018	5401- 6564	78,770
2994	HOMEMAKER		43.1	762- 920	5	45.2	842-1018	1831- 2214	26,570
9971	COMMUNITY WORKER		46.2	882-1067	0	48.3	975-1180	2121- 2567	30,798

NUMBER OF CLASSES THIS BENCHMARK..... 28
NUMBER OF POSITIONS THIS BENCHMARK..... 565

SAE750

3284 RECREATION DIRECTOR.....................

1991-92 SALARY SCHEDULE 49.1

APPROX $2203 - $2434 - $2666 MO.
$12.66 - $13.99 - $15.32 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	MO HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	103	12.66	14.00	15.33		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
CITY OF CONCORD	2	12.34	13.67	15.00	27.34	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF FREMONT	5	16.00	17.50	19.00	87.50	40.0	12	Y	Y	12	Y	N	8%	164	456	12-15-21-21
CITY OF OAKLAND	11	13.98	14.73	15.47	162.03	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	12	14.06	15.57	17.08	186.84	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	19	12.38	13.54	14.69	257.26	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SUNNYVALE	11	15.39	17.05	18.70	187.55	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
LOS ANGELES COUNTY	37	12.58	14.10	15.62	521.70	40.0	11	Y	Y	12	Y	N	11%	154	319	10-15-20-20
CITY OF LOS ANGELES	102	13.55	15.20	16.84	1550.40	40.0	13	N	N	12	Y	N	18%	160	453	10-15-18-23
CITY OF SAN DIEGO	21	11.67	12.87	14.06	270.27	40.0	9	Y	Y	0	Y	N	6%	128	221	17-22-27-27
TOTALS 9	220	....			3,250.89											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN	14.78 HR.		2571 MO.
RATE RANGE	13.30 TO 16.26 HR.		2314 TO 2829 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO		45.6	858-1037	3	46.8	908-1099	1975-2390	28,684
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		44.8	826- 998	2	46.0	874-1057	1901-2299	27,588
3202	LOCKER ROOM ATTENDANT		34.8	517- 622	0	36.0	546- 658	1188-1431	17,174
3208	POOL LIFEGUARD		44.2	803- 970	15	45.4	850-1027	1849-2234	26,805
3210	ATHLETIC ATTENDANT			5.94 HR	0		6.30 HR		
3212	SWIMMING INSTRUCTOR		47.3	929-1125	0	48.5	984-1191	2140-2590	31,085
3214	SENIOR SWIMMING INSTRUCTOR		51.1	1114-1349	8	52.3	1180-1429	2567-3108	37,297
3216	ASSISTANT AQUATICS SUPERVISOR		53.0	1220-1477	1	54.2	1291-1565	2808-3404	40,847
3226	GOLF COURSE STARTER		45.3	846-1022	0	46.5	895-1083	1947-2356	28,266
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS	Z	56.3	1429-1731	0	57.5	1513-1835	3291-3991	47,894
3231	GOLF PROGRAM DIRECTOR	Z	61.1	1800-2188	1	62.3	1909-2319	4152-5044	60,526
3232	MARINA ASSISTANT MANAGER		49.8	1047-1267	7	51.0	1109-1342	2412-2919	35,026
3233	MARINA ASSOCIATE MANAGER		52.8	1208-1463	1	54.0	1279-1550	2782-3371	40,455
3234	MARINA MANAGER		55.8	1394-1690	1	57.0	1477-1791	3212-3895	46,745
3238	DANCE INSTRUCTOR	Z	49.1	1013-1226	5	50.3	1073-1298	2334-2823	33,878
3240	DRAMA INSTRUCTOR	Z	49.1	1013-1226	0	50.3	1073-1298	2334-2823	33,878
3248	PIANIST	Z	52.9	1214-1470	2	54.1	1285-1558	2795-3389	40,664
3250	ORCHESTRA INSTRUCTOR	Z	49.1	1013-1226	1	50.3	1073-1298	2334-2823	33,878
3256	PHOTOGRAPHY INSTRUCTOR	Z	49.1	1013-1226	1	50.3	1073-1298	2334-2823	33,878
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	51.1	1114-1349	0	52.3	1180-1429	2567-3108	37,297
3258	PHOTOGRAPHY DIRECTOR	Z	55.1	1349-1634	1	56.3	1429-1731	3108-3765	45,179
3260	CRAFTS INSTRUCTOR	Z	49.1	1013-1226	8	50.3	1073-1298	2334-2823	33,878
3262	CURATOR OF INDUSTRIAL ARTS	Z	53.3	1237-1499	1	54.5	1310-1588	2849-3454	41,447
3264	CAMP ASSISTANT			475- 475	0		504- 504	1096-1096	13,154
3266	CAMP MANAGER			1100-1100	0		1166-1166	2536-2536	30,433
3280	ASST RECREATION DIRECTOR		44.4	810- 979	17	45.6	858-1037	1866-2255	27,066
*3284	RECREATION DIRECTOR		49.1	1013-1226	104	50.3	1073-1298	2334-2823	33,878
3285	JUNIOR MUSEUM DIRECTOR	Z	56.1	1414-1714	1	57.3	1499-1818	3260-3954	47,450
3287	ASSISTANT RECREATION SUPERVISOR	Z	53.3	1237-1499	17	54.5	1310-1588	2849-3454	41,447
3289	RECREATION SUPERVISOR	Z	56.1	1414-1714	6	57.3	1499-1818	3260-3954	47,450
3291	PRINCIPAL RECREATION SUPERVISOR	Z	59.6	1674-2033	7	60.8	1773-2156	3856-4689	56,272
3292	ASSISTANT SUPERINTENDENT, RECREATION	Z	62.9	1965-2388	3	64.1	2084-2533	4533-5509	66,111
3301	VENDOR HELPER			5.94 HR	0		6.30 HR		
3302	VENDOR		40.4	671- 810	11	41.6	710- 858	1544-1866	22,394
3305	RIDES ATTENDANT HELPER			5.94 HR	0		6.30 HR		
3306	RIDES ATTENDANT		39.3	638- 769	1	40.5	674- 814	1466-1770	21,245
3530	ORGANIST			144.00 DA	0		153.00 DA		

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY		APPROX. MAX. ANNUAL EQUIV.
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....	48.9	1003-1214	2	50.1	1062-1285	2310-	2795	33,539
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..	50.8	1099-1329	2	52.0	1163-1407	2530-	3060	36,723
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM... Z	53.3	1237-1499	2	54.5	1310-1588	2849-	3454	41,447
7359	PIANO TUNER.....	51.8	1152-1394	1	53.0	1220-1477	2654-	3212	38,550

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 232

1991-92 SALARY SCHEDULE 49.9 - APPROX $2288 - $2528 - $2768 MO.
$13.15 - $14.53 - $15.91 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	3	13.15	14.53	15.91		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
ALAMEDA COUNTY	7	14.11	15.52	16.93	108.64	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	9	15.79	17.42	19.04	156.78	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	2	12.48	13.83	15.17	27.66	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
CONTRA COSTA COUNTY	5	14.12	15.64	17.16	78.20	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	2	14.65	16.13	17.61	32.26	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	4	13.02	14.65	16.27	58.60	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SAN MATEO COUNTY	5	14.56	16.38	18.20	81.90	40.0	12	Y	Y	12	Y	Y	15%	152	327	14-16-21-24
SANTA CLARA COUNTY	0	14.02	15.48	16.94	0.00	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	7	15.42	17.02	18.62	119.14	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
TOTALS 9	41	....			663.18											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.18 HR. 2815 MO.
R A T E R A N G E 14.56 TO 17.80 HR. 2533 TO 3097 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3450 AGRICULTURAL INSPECTOR *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
*3450	AGRICULTURAL INSPECTOR	49.9	1052-1273	3	52.2	1174-1421	2553- 3091	37,088
6218	INSP WEIGHTS & MEASURES TRAINEE	47.9	956-1158	0	50.2	1067-1291	2321- 2808	33,695
6220	INSPECTOR OF WEIGHTS AND MEASURES	49.9	1052-1273	3	52.2	1174-1421	2553- 3091	37,088

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 6

SAE750

3542 CURATOR II..............................

1991-92 SALARY SCHEDULE 52.1 APPROX $2542 - $2809 - $3075 MO.
$14.61 - $16.14 - $17.67 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	MO HEALTH FAMILY	VAC 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	8	14.61	16.15	17.68		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	21	15.66	16.46	17.70	345.66	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF OAKLAND	5	16.50	17.37	18.23	86.85	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
LOS ANGELES COUNTY	9	16.24	18.18	20.11	163.62	40.0	11	Y	Y	12	Y	N	11%	154	319	10-15-20-20
TOTALS 3	35	....			596.13											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 17.03 HR. 2963 MO.
RATE RANGE 15.33 TO 18.73 HR. 2667 TO 3259 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3542 CURATOR II *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
3502	MUSEUM EXHIBIT PACKER AND REPAIRER		48.5	984-1191	1	49.6	1037-1255	2255- 2730	32,756
3518	ASSO MUSEUM CONSRVTR, ASIAN ART MUSEUM	Z	56.4	1436-1740	1	57.5	1513-1835	3291- 3991	47,894
3520	MUSEUM PREPARATOR		48.5	984-1191	1	49.6	1037-1255	2255- 2730	32,756
3522	SENIOR MUSEUM PREPARATOR		50.3	1073-1298	2	51.4	1131-1368	2460- 2975	35,705
3524	PRINCIPAL MUSEUM PREPARATOR		53.8	1267-1535	2	54.9	1336-1618	2906- 3519	42,230
3525	CHIEF MUSEUM PREPARATOR		55.8	1394-1690	0	56.9	1470-1782	3197- 3876	46,510
3526	MUSEUM CONSERVATOR ASSISTANT		47.8	952-1152	0	48.9	1003-1214	2182- 2640	31,685
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		51.6	1141-1381	0	52.7	1203-1457	2617- 3169	38,028
3528	MUSEUM CONSERVATOR		59.2	1642-1994	1	60.3	1731-2104	3765- 4576	54,914
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	59.2	1642-1994	1	60.3	1731-2104	3765- 4576	54,914
3540	CURATORIAL AIDE		41.6	710- 858	2	42.7	748- 903	1627- 1964	23,568
3541	CURATOR I		47.9	956-1158	2	49.0	1008-1220	2192- 2654	31,842
*3542	CURATOR II	Z	52.1	1169-1414	8	53.2	1232-1491	2680- 3243	38,915
3544	CURATOR III	Z	55.7	1388-1682	2	56.8	1463-1773	3182- 3856	46,275
3546	CURATOR IV	Z	59.1	1634-1985	6	60.2	1723-2094	3748- 4554	54,653
3547	CURATOR V	Z	62.7	1946-2365	1	63.8	2053-2496	4465- 5429	65,146
3550	EXHIBITION DESIGNER	Z	56.1	1414-1714	1	57.2	1491-1809	3243- 3935	47,215
3554	ASSOCIATE MUSEUM REGISTRAR		49.0	1008-1220	0	50.1	1062-1285	2310- 2795	33,539
3556	MUSEUM REGISTRAR		52.1	1169-1414	4	53.2	1232-1491	2680- 3243	38,915
3558	SENIOR MUSEUM REGISTRAR	Z	55.9	1401-1698	1	57.0	1477-1791	3212- 3895	46,745
3560	DIR, BUREAU OF EXHIB & CULT EDUC,AIRPORT	Z	64.7	2145-2607	1	65.8	2264-2752	4924- 5986	71,827
9912	PUBLIC SERVICE AIDE-TECHNICAL			604- 604	2		637- 637	1385- 1385	16,626

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK..... 39

3593 INSTRUCTIONAL AIDE I....................

1991-92 SALARY SCHEDULE 38.8 APPROX $1352 - $1494 - $1635 MO.
$7.77 - $8.58 - $9.40 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	502	7.78	8.59	9.40		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
FREMONT UNIFIED SCHOOL DIST	150	9.25	10.26	11.27	1539.00	40.0	17	Y	Y	12	Y	Y	8%	117	176	13-18-23-23
MT. DIABLO UNIFIED SCHOOLS	61	7.49	8.30	9.11	506.30	40.0	14	Y		12	Y		7%	119	397	14-18-24-24
OAKLAND CITY SCHOOL DIST.	206	7.15	8.78	10.41	1808.68	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
RICHMOND UNIFIED SCHOOL DIST	146	8.14	8.88	9.61	1296.48	40.0	16	Y	N	15	Y	Y	13%	149	298	10-15-20-20
SAN JOSE UNIFIED SCHOOL DIST	222	7.46	8.27	9.07	1835.94	40.0	10	Y	Y	12	Y	Y	8%	270	330	10-15-20-25
SANTA CLARA SCHOOL DIST.	200	8.13	9.22	10.30	1844.00	37.5	14	Y	N	12	Y	Y	8%	128	255	10-15-20-22
TOTALS 6	985	....			8,830.40											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.96 HR. 1559 MO.
RATE RANGE 8.06 TO 9.86 HR. 1402 TO 1715 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I..... *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY		APPROX. MAX. ANNUAL EQUIV.
3590	TECH INSTRUCT ASST, ENGLISH READER.....		9.03 HR	0		9.48 HR			
3591	COLLEGE AIDE.....		CONTRACT RATE	0		CONTRACT RATE			
*3593	INSTRUCTIONAL AIDE I.....	38.8	622- 752	502	39.8	652- 788	1418-	1714	20,567
3594	INSTRUCTIONAL AIDE II.....	43.3	769- 929	835	44.3	807- 975	1755-	2121	25,448
3596	SCHOOL SECURITY AIDE.....	43.3	769- 929	35	44.3	807- 975	1755-	2121	25,448
3597	SCHOOL AIDE II.....	38.8	622- 752	0	39.8	652- 788	1418-	1714	20,567
3598	SCHOOL AIDE III.....	43.3	769- 929	0	44.3	807- 975	1755-	2121	25,448
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....	43.1	762- 920	1	44.1	800- 966	1740-	2101	25,213
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		782- 782	0		821- 821	1786-	1786	21,428
9976	COMMUNITY RELATIONS SPECIALIST SFUSD.... Z	48.1	966-1169	2	49.1	1013-1226	2203-	2667	31,999
9977	PARENT AND COMMUNITY INVOLV COORD, SFUSD	52.9	1214-1470	0	53.9	1273-1543	2769-	3356	40,272

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 1375

3630 LIBRARIAN I.........................

1991-92 SALARY SCHEDULE 52.6 APPROX $2603 - $2878 - $3153 MO.
$14.96 - $16.54 - $18.12 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	81	14.96	16.55	18.13		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	3	15.50	17.17	18.84	51.51	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	11	15.13	16.24	17.35	178.64	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	44	16.87	18.13	19.39	797.72	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	6	15.55	17.69	19.83	106.14	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
CONTRA COSTA COUNTY	23	13.52	15.38	17.24	353.74	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	5	15.79	17.36	18.93	86.80	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	7	14.26	16.05	17.83	112.35	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SAN MATEO COUNTY	18	15.55	17.50	19.44	315.00	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	4	15.35	16.95	18.54	67.80	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	25	16.63	18.37	20.11	459.25	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	7	15.15	16.66	18.17	116.62	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF BERKELEY	16	16.68	18.26	19.84	292.16	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF DALY CITY	1	15.71	17.41	19.11	17.41	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF DALY CITY	3	16.55	18.34	20.13	55.02	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF HAYWARD	2	16.89	18.68	20.46	37.36	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	33	15.75	16.61	17.47	548.13	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	0	16.92	18.75	20.57	0.00	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SAN JOSE	62	17.93	19.87	21.81	1231.94	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	11	15.26	16.73	18.19	184.03	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SANTA CLARA	7	18.53	20.51	22.48	143.57	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SANTA CLARA	3	21.40	23.73	26.06	71.19	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SUNNYVALE	9	16.23	17.98	19.73	161.82	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
TOTALS 22	300	....			5,388.20											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 17.96 HR. 3125 MO.
RATE RANGE 16.16 TO 19.76 HR. 2811 TO 3438 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3538	TECH INSTRUCT ASST, LANGUAGE LAB		48.2	970-1174	1	50.0	1057-1279	2299- 2782	33,382
3602	LIBRARY PAGE		40.8	684- 826	13	42.6	745- 899	1620- 1955	23,464
3610	LIBRARY ASSISTANT		45.3	846-1022	46	47.1	920-1114	2001- 2423	29,075
3616	LIBRARY TECHNICAL ASSISTANT I		48.8	998-1208	98	50.6	1088-1316	2366- 2862	34,348
3618	LIBRARY TECHNICAL ASSISTANT II		50.8	1099-1329	23	52.6	1197-1450	2603- 3154	37,845
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY		51.6	1141-1381	1	53.4	1243-1506	2704- 3276	39,307
*3630	LIBRARIAN I	Z	52.6	1197-1450	81	54.4	1304-1580	2836- 3437	41,238
3631	LIBRARIAN II FINE ARTS	Z	56.1	1414-1714	1	57.9	1543-1871	3356- 4069	48,833
3632	LIBRARIAN II	Z	56.1	1414-1714	46	57.9	1543-1871	3356- 4069	48,833
3633	LIBRARIAN II ASIAN ART	Z	56.1	1414-1714	1	57.9	1543-1871	3356- 4069	48,833
3634	LIBRARIAN III	Z	59.1	1634-1985	18	60.9	1782-2166	3876- 4711	56,533
3638	CHIEF LIBRARIAN	Z	66.1	2297-2793	4	67.9	2507-3047	5453- 6627	79,527
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	62.1	1890-2297	1	63.9	2063-2507	4487- 5453	65,433
3642	COORDINATOR, ADULT LIBRARY SERVICES	Z	62.1	1890-2297	0	63.9	2063-2507	4487- 5453	65,433
3644	CITY ARCHIVIST	Z	56.6	1450-1756	0	58.4	1580-1918	3437- 4172	50,060
3658	MEDICAL LIBRARIAN	Z	59.1	1634-1985	1	60.9	1782-2166	3876- 4711	56,533
7416	BOOK REPAIRER		45.2	842-1018	3	47.0	916-1109	1992- 2412	28,945
7418	SENIOR BOOK REPAIRER		50.7	1093-1323	1	52.5	1191-1443	2590- 3139	37,662

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 339

1991-92 SALARY SCHEDULE 52.7 APPROX $2616 - $2892 - $3168 MO.
$15.03 - $16.62 - $18.21 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	18	15.04	16.63	18.21		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	0	15.10	16.63	18.15	0.00	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	40	16.10	17.68	19.26	707.20	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	21	15.51	17.18	18.85	360.78	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
CONTRA COSTA COUNTY	21	17.58	19.48	21.38	409.08	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	14	16.94	18.66	20.38	261.24	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	23	16.20	18.23	20.25	419.29	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	43	16.56	18.29	20.02	786.47	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-24
TOTALS 7	162	....			2,944.06											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 18.17 HR. 3161 MO.
RATE RANGE 16.35 TO 19.99 HR. 2844 TO 3478 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER..... *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
3406	LAND USE AIDE.....		49.8	1047-1267	1	51.7	1147-1388	2495- 3019	36,227
3484	AGRICULTURAL DIVISION LAND AGENT.....	Z	55.5	1375-1666	1	57.4	1506-1827	3276- 3974	47,685
4110	RENTAL PROPERTY SUPERVISOR.....	Z	59.6	1674-2033	0	61.5	1835-2230	3991- 4850	58,203
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	57.2	1491-1809	0	59.1	1634-1985	3554- 4317	51,809
4140	REAL PROPERTY OFFICER.....	Z	59.1	1634-1985	8	61.0	1791-2178	3895- 4737	56,846
4142	SENIOR REAL PROPERTY OFFICER.....	Z	62.1	1890-2297	4	64.0	2074-2521	4511- 5483	65,798
4143	PRINCIPAL REAL PROPERTY OFFICER.....	Z	65.1	2188-2660	3	67.0	2401-2918	5222- 6347	76,160
4160	REAL PROPERTY LOAN OFFICER.....	Z	59.1	1634-1985	1	61.0	1791-2178	3895- 4737	56,846
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	55.7	1388-1682	1	57.6	1520-1844	3306- 4011	48,128
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	59.7	1682-2043	1	61.6	1844-2242	4011- 4876	58,516
4220	PERSONAL PROPERTY AUDITOR.....	Z	52.7	1203-1457	28	54.6	1316-1596	2862- 3471	41,656
4222	SENIOR PERSONAL PROPERTY AUDITOR.....	Z	56.1	1414-1714	19	58.0	1550-1881	3371- 4091	49,094
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	60.1	1714-2084	9	62.0	1881-2287	4091- 4974	59,691
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	62.1	1890-2297	1	64.0	2074-2521	4511- 5483	65,798
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	64.3	2104-2557	2	66.2	2309-2806	5022- 6103	73,237
4256	CHIEF OF ASSESSMENT STANDARDS.....	Z	62.3	1909-2319	1	64.2	2094-2545	4554- 5535	66,425
4260	REAL PROPERTY APPRAISER TRAINEE.....		48.3	975-1180	1	50.2	1067-1291	2321- 2808	33,695
*4261	REAL PROPERTY APPRAISER.....	Z	52.7	1203-1457	18	54.6	1316-1596	2862- 3471	41,656
4265	SENIOR REAL PROPERTY APPRAISER.....	Z	56.1	1414-1714	12	58.0	1550-1881	3371- 4091	49,094
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	60.1	1714-2084	4	62.0	1881-2287	4091- 4974	59,691
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	62.1	1890-2297	1	64.0	2074-2521	4511- 5483	65,798
4269	CHIEF APPRAISER.....	Z	64.3	2104-2557	1	66.2	2309-2806	5022- 6103	73,237
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	60.1	1714-2084	0	62.0	1881-2287	4091- 4974	59,691
5365	STREET ASSESSMENT COORDINATOR.....		56.7	1457-1765	0	58.6	1596-1936	3471- 4211	50,530
9206	AIRPORT PROPERTY SPECIALIST I.....	Z	59.1	1634-1985	5	61.0	1791-2178	3895- 4737	56,846
9207	AIRPORT PROPERTY SPECIALIST II.....	Z	62.1	1890-2297	2	64.0	2074-2521	4511- 5483	65,798
9208	DIRECTOR AIRPORT PROPERTY MANAGEMENT....	Z		2780-2780	1		3044-3044	6621- 6621	79,448
9386	SENIOR PROPERTY MANAGER, PORT.....	Z	62.1	1890-2297	1	64.0	2074-2521	4511- 5483	65,798
9395	ASST RENTAL MANAGER, PORT OF SF.....	Z	59.1	1634-1985	5	61.0	1791-2178	3895- 4737	56,846
9396	MANAGER, LEASING & TENANT SERVICES.....	Z	63.6	2033-2472	2	65.5	2230-2711	4850- 5896	70,757

NUMBER OF CLASSES THIS BENCHMARK..... 30
NUMBER OF POSITIONS THIS BENCHMARK..... 133

5204 ASSISTANT CIVIL ENGINEER................

1991-92 SALARY SCHEDULE 56.9 APPROX $3197 - $3536 - $3875 MO.
$18.37 - $20.32 - $22.27 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	77	18.38	20.33	22.28		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	2682	20.09	21.58	23.58	57877.56	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	0	17.38	19.17	20.95	0.00	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	18	13.31	15.31	17.30	275.58	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	55	16.10	18.52	20.93	1018.60	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	33	21.34	23.04	24.74	760.32	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	33	20.06	23.19	26.32	765.27	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	13	19.95	21.99	24.02	285.87	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	9	16.88	19.01	21.14	171.09	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	16	18.95	21.00	23.05	336.00	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	7	18.54	20.45	22.35	143.15	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	10	19.27	21.35	23.43	213.50	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF FREMONT	2	21.00	23.00	25.00	46.00	40.0	12	Y	Y	12	Y	N	8%	164	456	12-15-21-21
CITY OF HAYWARD	3	19.66	21.79	23.91	65.37	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	19	21.40	22.53	23.65	428.07	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	51	20.16	22.34	24.52	1139.34	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	4	17.85	19.77	21.68	79.08	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SANTA CLARA	6	21.06	23.33	25.60	139.98	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SUNNYVALE	3	18.13	20.09	22.04	60.27	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	33	21.41	23.90	26.39	788.70	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
TOTALS 19	2,997	....			64,593.75											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 21.55 HR. 3749 MO.
RATE RANGE 19.40 TO 23.71 HR. 3375 TO 4125 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER.....*

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2480	SUPV OF LAB, WATER QUALITY CONTROL.....	Z	65.4	2221-2700	2	66.6	2354-2862	5120- 6225	74,698
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	61.9	1871-2274	4	63.1	1985-2412	4317- 5246	62,953
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	65.4	2221-2700	6	66.6	2354-2862	5120- 6225	74,698
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	66.9	2388-2902	2	68.1	2533-3080	5509- 6699	80,388
5137	MAINT ENG MANAGER, HETCH HETCHY PROJ....	Z	66.4	2332-2835	1	67.6	2472-3005	5377- 6536	78,431
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	67.2	2424-2946	1	68.4	2571-3126	5592- 6799	81,589
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	63.8	2053-2496	1	65.0	2178-2647	4737- 5757	69,087
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	66.4	2332-2835	1	67.6	2472-3005	5377- 6536	78,431
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	68.6	2596-3155	1	69.8	2752-3346	5986- 7278	87,331
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	67.9	2507-3047	1	69.1	2660-3234	5786- 7034	84,407
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	68.6	2596-3155	1	69.8	2752-3346	5986- 7278	87,331
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	67.0	2401-2918	1	68.2	2545-3093	5535- 6727	80,727
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	69.2	2672-3248	1	70.4	2835-3446	6166- 7495	89,941
5164	WATER RESOURCES & PLANNING MANAGER.....	Z	68.7	2607-3169	1	69.9	2764-3359	6012- 7306	87,670
5174	ADMINISTRATIVE ENGINEER.....	Z	64.9	2166-2632	5	66.1	2297-2793	4996- 6075	72,897
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	67.4	2449-2977	0	68.6	2596-3155	5646- 6862	82,346
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	68.4	2571-3126	2	69.6	2726-3313	5929- 7206	86,469
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	67.3	2435-2960	3	68.5	2582-3138	5616- 6825	81,902
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	69.9	2764-3359	2	71.1	2933-3566	6379- 7756	93,073
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	71.9	3047-3703	1	73.1	3234-3931	7034- 8550	102,599
5202	JUNIOR CIVIL ENGINEER.....		53.9	1273-1543	4	55.1	1349-1634	2934- 3554	42,647
*5204	ASSISTANT CIVIL ENGINEER.....	Z	56.9	1470-1782	78	58.1	1558-1890	3389- 4111	49,329
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	60.4	1740-2115	2	61.6	1844-2242	4011- 4876	58,516
5206	ASSOCIATE CIVIL ENGINEER.....	Z	60.4	1740-2115	75	61.6	1844-2242	4011- 4876	58,516
5208	CIVIL ENGINEER.....	Z	63.4	2014-2449	51	64.6	2135-2596	4644- 5646	67,756
5209	INDUSTRIAL ENGINEER.....	Z	60.4	1740-2115	4	61.6	1844-2242	4011- 4876	58,516
5210	SENIOR CIVIL ENGINEER.....	Z	66.4	2332-2835	28	67.6	2472-3005	5377- 6536	78,431
5212	PRINCIPAL ENGINEER.....	Z	69.4	2700-3282	14	70.6	2862-3479	6225- 7567	90,802
5214	BUILDING PLANS ENGINEER.....	Z	65.4	2221-2700	1	66.6	2354-2862	5120- 6225	74,698
5215	FIRE PROTECTION ENGINEER.....	Z	65.1	2188-2660	2	66.3	2319-2819	5044- 6131	73,576
5216	CHIEF SURVEYOR.....	Z	62.3	1909-2319	2	63.5	2023-2459	4400- 5348	64,180
5217	BUILDING CODE ANALYST.....	Z	64.9	2166-2632	1	66.1	2297-2793	4996- 6075	72,897
5218	STRUCTURAL ENGINEER.....	Z	65.4	2221-2700	4	66.6	2354-2862	5120- 6225	74,698
5219	SENIOR STRUCTURAL ENGINEER.....	Z	68.4	2571-3126	1	69.6	2726-3313	5929- 7206	86,469
5220	JUNIOR WATER PURIFICATION ENGINEER.....		53.9	1273-1543	2	55.1	1349-1634	2934- 3554	42,647
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	56.9	1470-1782	2	58.1	1558-1890	3389- 4111	49,329
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		60.4	1740-2115	1	61.6	1844-2242	4011- 4876	58,516

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER..... *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	56.9	1470-1782	8	58.1	1558-1890	3389- 4111	49,329
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	60.4	1740-2115	5	61.6	1844-2242	4011- 4876	58,516
5230	TRAFFIC ENGINEER.....	Z	63.4	2014-2449	5	64.6	2135-2596	4644- 5646	67,756
5232	SENIOR TRAFFIC ENGINEER.....	Z	66.4	2332-2835	4	67.6	2472-3005	5377- 6536	78,431
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	69.4	2700-3282	1	70.6	2862-3479	6225- 7567	90,802
5234	JUNIOR ELECTRICAL ENGINEER.....		53.9	1273-1543	3	55.1	1349-1634	2934- 3554	42,647
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	56.9	1470-1782	10	58.1	1558-1890	3389- 4111	49,329
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	60.4	1740-2115	13	61.6	1844-2242	4011- 4876	58,516
5240	ELECTRICAL ENGINEER.....	Z	63.4	2014-2449	13	64.6	2135-2596	4644- 5646	67,756
5242	SENIOR ELECTRICAL ENGINEER.....	Z	66.4	2332-2835	8	67.6	2472-3005	5377- 6536	78,431
5246	RADIO ENGINEER.....	Z	67.0	2401-2918	1	68.2	2545-3093	5535- 6727	80,727
5247	ASSOCIATE SANITARY ENGINEER.....	Z	60.4	1740-2115	4	61.6	1844-2242	4011- 4876	58,516
5248	SANITARY ENGINEER.....	Z	63.4	2014-2449	6	64.6	2135-2596	4644- 5646	67,756
5249	SENIOR SANITARY ENGINEER.....	Z	66.4	2332-2835	4	67.6	2472-3005	5377- 6536	78,431
5250	JUNIOR MECHANICAL ENGINEER.....		53.9	1273-1543	2	55.1	1349-1634	2934- 3554	42,647
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	56.9	1470-1782	20	58.1	1558-1890	3389- 4111	49,329
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	60.4	1740-2115	13	61.6	1844-2242	4011- 4876	58,516
5256	MECHANICAL ENGINEER.....	Z	63.4	2014-2449	15	64.6	2135-2596	4644- 5646	67,756
5258	SENIOR MECHANICAL ENGINEER.....	Z	66.4	2332-2835	9	67.6	2472-3005	5377- 6536	78,431
5260	ARCHITECTURAL ASSISTANT I.....		53.3	1237-1499	10	54.5	1310-1588	2849- 3454	41,447
5261	ARCHITECTURAL ASSISTANT II.....		55.3	1362-1650	11	56.5	1443-1748	3139- 3802	45,623
5262	JUNIOR LANDSCAPE ARCHITECT.....		53.9	1273-1543	3	55.1	1349-1634	2934- 3554	42,647
5265	ARCHITECTURAL ASSOCIATE I.....		57.3	1499-1818	9	58.5	1588-1927	3454- 4191	50,295
5266	ARCHITECTURAL ASSOCIATE II.....		60.3	1731-2104	23	61.5	1835-2230	3991- 4850	58,203
5268	ARCHITECT.....	Z	62.9	1965-2388	33	64.1	2084-2533	4533- 5509	66,111
5269	SCHOOL ARCHITECTURAL COORDINATOR.....	Z	62.9	1965-2388	1	64.1	2084-2533	4533- 5509	66,111
5270	SENIOR ARCHITECT.....	Z	64.9	2166-2632	10	66.1	2297-2793	4996- 6075	72,897
5272	ASSISTANT LANDSCAPE ARCHITECT.....		56.9	1470-1782	5	58.1	1558-1890	3389- 4111	49,329
5273	PRINCIPAL ARCHITECT.....	Z	67.4	2449-2977	4	68.6	2596-3155	5646- 6862	82,346
5274	LANDSCAPE ARCHITECT.....	Z	60.4	1740-2115	2	61.6	1844-2242	4011- 4876	58,516
5275	SENIOR LANDSCAPE ARCHITECT.....	Z	63.4	2014-2449	1	64.6	2135-2596	4644- 5646	67,756
5302	TRAFFIC SURVEY TECHNICIAN.....		52.7	1203-1457	9	53.9	1273-1543	2769- 3356	40,272
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....		59.2	1642-1994	3	60.4	1740-2115	3785- 4600	55,202
5304	MATERIALS TESTING AIDE.....		50.4	1078-1304	5	51.6	1141-1381	2482- 3004	36,044
5305	MATERIALS TESTING TECHNICIAN.....		52.4	1185-1436	4	53.6	1255-1520	2730- 3306	39,672
5310	SURVEYOR'S FIELD ASSISTANT.....		54.1	1285-1558	14	55.3	1362-1650	2962- 3589	43,065
5312	SURVEYOR.....		56.5	1443-1748	11	57.7	1528-1853	3323- 4030	48,363

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER.....*

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
5314	SURVEY PARTY CHIEF.....		59.4	1658-2014	8	60.6	1756-2135	3819- 4644	55,724
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	55.9	1401-1698	5	57.1	1484-1800	3228- 3915	46,980
5322	GRAPHIC ARTIST.....		50.4	1078-1304	2	51.6	1141-1381	2482- 3004	36,044
5328	CITY PLANNING GRAPHICS AIDE.....		54.9	1336-1618	2	56.1	1414-1714	3075- 3728	44,735
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		56.9	1470-1782	2	58.1	1558-1890	3389- 4111	49,329
5342	MECHANICAL ENGINEERING ASSISTANT I.....		47.1	920-1114	1	48.3	975-1180	2121- 2567	30,798
5344	MECHANICAL ENGINEERING ASSISTANT II.....		52.4	1185-1436	4	53.6	1255-1520	2730- 3306	39,672
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		54.9	1336-1618	5	56.1	1414-1714	3075- 3728	44,735
5350	ELECTRICAL ENGINEERING ASSISTANT I.....		47.1	920-1114	2	48.3	975-1180	2121- 2567	30,798
5352	ELECTRICAL ENGINEERING ASSISTANT II.....		52.4	1185-1436	5	53.6	1255-1520	2730- 3306	39,672
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		54.9	1336-1618	8	56.1	1414-1714	3075- 3728	44,735
5360	CIVIL ENGINEERING ASSISTANT I.....		47.1	920-1114	6	48.3	975-1180	2121- 2567	30,798
5362	CIVIL ENGINEERING ASSISTANT II.....		52.4	1185-1436	34	53.6	1255-1520	2730- 3306	39,672
5364	CIVIL ENGINEERING ASSOCIATE I.....		54.9	1336-1618	38	56.1	1414-1714	3075- 3728	44,735
5366	ENGINEERING ASSOCIATE II.....		57.9	1543-1871	20	59.1	1634-1985	3554- 4317	51,809
5380	STUDENT ENGINEERING TRAINEE I.....			1002-1002	3		1062-1062	2310- 2310	27,718
5381	STUDENT ENGINEERING TRAINEE II.....			1098-1098	0		1164-1164	2532- 2532	30,380
5382	STUDENT ENGINEERING TRAINEE III.....			1170-1170	12		1240-1240	2697- 2697	32,364
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		52.5	1191-1443	3	53.7	1261-1528	2743- 3323	39,881
5502	PROJECT MANAGER I.....	Z		2270-2270	0		2406-2406	5233- 5233	62,797
5504	PROJECT MANAGER II.....	Z		2627-2627	1		2785-2785	6057- 6057	72,689
5506	PROJECT MANAGER III.....	Z		3116-3116	2		3303-3303	7184- 7184	86,208
5508	PROJECT MANAGER IV.....	Z		3609-3609	4		3826-3826	8322- 8322	99,859
6230	STREET INSPECTOR.....		55.2	1355-1642	12	56.4	1436-1740	3123- 3785	45,414
6231	SENIOR STREET INSPECTOR.....		58.2	1565-1899	6	59.4	1658-2014	3606- 4380	52,565
6232	STREET INSPECTION SUPERVISOR.....		61.2	1809-2199	1	62.4	1918-2332	4172- 5072	60,865
6262	PLAN CHECKER (ARCHITECTURAL).....		59.3	1650-2004	1	60.5	1748-2124	3802- 4620	55,436
6266	SENIOR PLAN CHECKER.....		63.5	2023-2459	2	64.7	2145-2607	4665- 5670	68,043
6318	CONSTRUCTION INSPECTOR.....		60.4	1740-2115	56	61.6	1844-2242	4011- 4876	58,516
6340	SCHOOL CONSTRUCTION COORDINATOR.....	Z	60.4	1740-2115	1	61.6	1844-2242	4011- 4876	58,516
7134	WATER CONSTRUCTION AND MAINT SUPT.....		65.6	2242-2726	2	66.8	2377-2890	5170- 6286	75,429
7367	RADIO TECHNICIAN.....		62.0	1881-2287	22	63.2	1994-2424	4337- 5272	63,266
7368	SENIOR RADIO TECHNICIAN.....		65.0	2178-2647	2	66.2	2309-2806	5022- 6103	73,237
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		51.4	1131-1368	2	52.6	1197-1450	2603- 3154	37,845
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		55.4	1368-1658	1	56.6	1450-1756	3154- 3819	45,832
9173	SYSTEMS SAFETY INSPECTOR.....		61.5	1835-2230	1	62.7	1946-2365	4233- 5144	61,727
9177	DIRECTOR OF SYSTEMS SAFETY.....		67.3	2435-2960	0	68.5	2582-3138	5616- 6825	81,902

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY Z	66.6	2354-2862	1	67.8	2496-3035	5429- 6601	79,214
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...	63.4	2014-2449	0	64.6	2135-2596	4644- 5646	67,756
9196	SR. LIGHT RAIL VEHICLE EQUIP ENGINEER... Z	66.4	2332-2835	1	67.6	2472-3005	5377- 6536	78,431
9197	SIGNAL AND SYSTEMS ENGINEER.....		2827-2827	1		2997-2997	6518- 6518	78,222
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	58.9	1618-1965	0	60.1	1714-2084	3728- 4533	54,392
9366	ENGINEERING AIDE, PORT.....	54.1	1285-1558	1	55.3	1362-1650	2962- 3589	43,065
9367	OPERATIONAL SYSTEMS ENGINEER, PORT..... Z	60.4	1740-2115	0	61.6	1844-2242	4011- 4876	58,516
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	56.9	1470-1782	0	58.1	1558-1890	3389- 4111	49,329
9379	CHIEF HARBOR ENGINEER..... Z	70.4	2835-3446	1	71.6	3005-3653	6536- 7945	95,343

NUMBER OF CLASSES THIS BENCHMARK..... 120
NUMBER OF POSITIONS THIS BENCHMARK..... 892

5278 PLANNER II............................

1991-92 SALARY SCHEDULE 55.1 APPROX $2934 - $3244 - $3553 MO.
$16.86 - $18.64 - $20.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO. HEALTH EMPL	FAMILY	VAC YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	16.86	18.65	20.43		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	0	15.10	16.63	18.15	0.00	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	2	17.15	18.84	20.53	37.68	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	2	15.65	17.34	19.02	34.68	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	9	16.86	18.59	20.31	167.31	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	3	16.09	18.10	20.11	54.30	40.0	12	Y	Y	12	Y	Y	15%	152	327	14-16-21-24
SANTA CLARA COUNTY	5	16.24	17.94	19.63	89.70	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	7	18.19	19.89	21.59	139.23	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	3	17.56	19.45	21.34	58.35	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF DALY CITY	1	17.96	19.90	21.83	19.90	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF FREMONT	3	18.00	20.00	22.00	60.00	40.0	12	Y	Y	12	Y	N	8%	164	456	12-15-21-21
CITY OF HAYWARD	5	18.53	20.56	22.59	102.80	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	9	19.49	20.54	21.58	184.86	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	36	17.93	19.87	21.81	715.32	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	3	16.85	18.63	20.40	55.89	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SUNNYVALE	4	19.73	21.86	23.99	87.44	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
METROPOLITAN TRANSIT COMM	14	18.39	20.97	23.54	293.58	37.5	11	Y	Y	12	Y	N	6%	164	372	12-17-25-25
CITY OF LONG BEACH	2	18.48	20.54	22.60	41.08	40.0	13	Y	N	12	Y	Y	7%	162	417	12-15-17-20
CITY OF LONG BEACH	3	19.93	22.16	24.38	66.48	40.0	13	Y	N	12	Y	Y	7%	162	417	12-15-17-20
CITY OF LOS ANGELES	72	20.09	22.53	24.96	1622.16	40.0	13	N	N	12	Y	N	18%	160	453	10-15-18-23
CITY OF SACRAMENTO	19	17.86	19.79	21.71	376.01	40.0	14	Y	Y	12	Y	Y	7%	143	379	10-15-20-20
CITY OF SAN DIEGO	72	15.48	17.09	18.70	1230.48	40.0	9	Y	Y	0	Y	N	6%	128	221	17-22-27-27
TOTALS 21	274	....			5,437.25											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 19.84 HR. 3452 MO.
RATE RANGE 17.86 TO 21.82 HR. 3107 TO 3796 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1817	PROCEDURAL WRITER		53.1	1226-1484	1	54.4	1304-1580	2836- 3437	41,238
1852	CAPITAL PROGRAM MANAGER	Z	65.6	2242-2726	0	66.9	2388-2902	5194- 6312	75,742
5109	DEPUTY ZONING ADMINISTRATOR	Z	68.1	2533-3080	1	69.4	2700-3282	5873- 7138	85,660
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING)	Z	69.1	2660-3234	1	70.4	2835-3446	6166- 7495	89,941
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS	Z	69.1	2660-3234	1	70.4	2835-3446	6166- 7495	89,941
5263	PLANNER V	Z	65.6	2242-2726	2	66.9	2388-2902	5194- 6312	75,742
5276	CITY PLANNING INTERN		48.2	970-1174	0	49.5	1032-1249	2245- 2717	32,599
5277	PLANNER I	Z	51.1	1114-1349	6	52.4	1185-1436	2577- 3123	37,480
*5278	PLANNER II	Z	55.1	1349-1634	16	56.4	1436-1740	3123- 3785	45,414
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	62.1	1890-2297	1	63.4	2014-2449	4380- 5327	63,919
5280	PLANNER III	Z	58.6	1596-1936	15	59.9	1698-2063	3693- 4487	53,844
5281	PLANNER III, ADMINISTRATIVE	Z	58.6	1596-1936	2	59.9	1698-2063	3693- 4487	53,844
5282	PLANNER IV	Z	62.1	1890-2297	8	63.4	2014-2449	4380- 5327	63,919
5284	ENVIRONMENTAL REVIEW OFFICER	Z	64.1	2084-2533	0	65.4	2221-2700	4831- 5873	70,470
5287	TRANSIT PLANNER I	Z	51.1	1114-1349	0	52.4	1185-1436	2577- 3123	37,480
5288	TRANSIT PLANNER II	Z	55.1	1349-1634	3	56.4	1436-1740	3123- 3785	45,414
5289	TRANSIT PLANNER III	Z	58.6	1596-1936	4	59.9	1698-2063	3693- 4487	53,844
5290	TRANSIT PLANNER IV	Z	62.1	1890-2297	11	63.4	2014-2449	4380- 5327	63,919
5291	PLANNER III, URBAN DESIGN	Z	58.6	1596-1936	0	59.9	1698-2063	3693- 4487	53,844
5292	PLANNER III (ZONING)	Z	58.6	1596-1936	4	59.9	1698-2063	3693- 4487	53,844
5293	PLANNER III, TRANSPORTATION	Z	58.6	1596-1936	1	59.9	1698-2063	3693- 4487	53,844
5294	PLANNER IV (ZONING)	Z	62.1	1890-2297	3	63.4	2014-2449	4380- 5327	63,919
5295	SCHOOL FACILITIES PLANNER	Z	64.6	2135-2596	2	65.9	2274-2764	4946- 6012	72,140
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	62.1	1890-2297	2	63.4	2014-2449	4380- 5327	63,919
5297	PLANNER V (ZONING)	Z	65.6	2242-2726	3	66.9	2388-2902	5194- 6312	75,742
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	58.6	1596-1936	5	59.9	1698-2063	3693- 4487	53,844
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	62.1	1890-2297	3	63.4	2014-2449	4380- 5327	63,919
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z		3068-3068	2		3267-3267	7106- 7106	85,269
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z		2265-2265	4		2412-2412	5246- 5246	62,953
5408	COORDINATOR OF CITIZEN INVOLVEMENT	Z		2039-2039	1		2172-2172	4724- 4724	56,689
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z		1805-1805	5		1922-1922	4180- 4180	50,164
9189	DIRECTOR OF PLANNING, MUNI RAILWAY		67.4	2449-2977	1	68.7	2607-3169	5670- 6893	82,711
9192	TRANSIT ENVIRONMENTAL COORDINATOR	Z		2520-2520	1		2684-2684	5838- 5838	70,052
9374	MANAGER, PORT PLANNING & DEVELOPMENT	Z	67.1	2412-2933	1	68.4	2571-3126	5592- 6799	81,589
9377	FEASIBILITY ANALYST, PORT	Z	59.3	1650-2004	1	60.6	1756-2135	3819- 4644	55,724
9408	MGR, REGULATORY & ENVIRONMENTAL AFFAIRS	Z	65.6	2242-2726	1	66.9	2388-2902	5194- 6312	75,742
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY		55.1	1349-1634	0	56.4	1436-1740	3123- 3785	45,414

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

			1991-92			1992-93 RECOMMENDED RATES			
		SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. HO. SALARY		APPROX. MAX ANNUAL EQUIV
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY Z	58.6	1596-1936	0	59.9	1698-2063	3693-	4487	53,844
9411	CITIZEN PARTICIPATION REHAB MONITOR..... Z	58.6	1596-1936	0	59.9	1698-2063	3693-	4487	53,844
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	44.7	805- 970	0	45.5	854-1052	1857-	2245	26,935
9770	COMMUNITY DEVELOPMENT ASSISTANT.....	50.7	1094-1424	1	52.0	1161-1407	2530-	3060	36,723
9772	COMMUNITY DEVELOPMENT SPECIALIST..... Z	55.4	1468-1658	1	56.7	1457-1765	3169-	3839	46,067
9774	SR COMMUNITY DEVELOPMENT SPECIALIST I... Z	58.4	1580-1918	9	59.7	1682-2043	3658-	4444	53,322
9775	SR COMMUNITY DEVELOPMENT SPECIALIST II.. Z	61.9	1871-2274	5	63.2	1994-2424	4337-	5272	63,266
9776	SUPV COMMUNITY DEVELOPMENT SPECIALIST... Z		2460-2460	4		2620-2620	5699-	5699	68,382

NUMBER OF CLASSES THIS BENCHMARK..... 45
NUMBER OF POSITIONS THIS BENCHMARK..... 132

7328 OPERATING ENGINEER, UNIVERSAL . . . .

1991-92 SALARY SCHEDULE 0.0 APPROX $3123 - $3751 - $4380 MO.
$17.95 - $21.56 - $25.17 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	31	19.75	21.87	23.98		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	537	19.52	20.99	22.51	11271.63	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	2083	23.15	23.82	24.14	49617.06	00.0	0			0			0%	0	0	0- 0- 0- 0
ALAMEDA COUNTY	14	21.26	21.26	21.26	297.64	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	13	16.39	17.24	18.08	224.12	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	13	14.58	16.06	17.54	208.78	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	4	17.14	19.29	21.43	77.16	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	24	14.71	16.24	17.76	389.76	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	6	15.42	15.93	16.43	95.58	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF FREMONT	16	14.00	15.50	17.00	248.00	40.0	12	Y	Y	12	Y	N	8%	164	456	12-15-21-21
CITY OF HAYWARD	3	14.46	15.67	16.88	47.01	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	10	17.39	18.33	19.27	183.30	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	22	15.42	17.08	18.74	375.76	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SANTA CLARA	6	16.74	18.51	20.28	111.06	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SUNNYVALE	10	15.66	17.35	19.04	173.50	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
TOTALS 14	2,761	....			63,320.36											

(The header "F R I N G E   B E N E F I T S" spans the WORK WEEK through VAC columns.)

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 22.93 HR. 3989 MO.
R A T E   R A N G E 20.64 TO 25.22 HR. 3591 TO 4388 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7328 OPERATING ENGINEER, UNIVERSAL *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
7221	ASPHALT PLANT SUPERVISOR I	60.7	1765-2145	1	61.7	1853-2252	4030- 4898	58,777
*7328	OPERATING ENGINEER, UNIVERSAL		1436-2014	31		1506-2115	3276- 4600	55,202
7424	DRYER-MIXER OPERATOR	56.4	1436-1740	1	57.4	1506-1827	3276- 3974	47,685
9331	PILEDRIVER ENGINE OPERATOR	59.7	1682-2043	2	60.7	1765-2145	3839- 4665	55,985
9334	DECKHAND, TUGS AND DREDGES	52.8	1208-1463	0	53.8	1267-1535	2756- 3339	40,064
9335	MARINE FIRE AND BOILER OPERATOR	52.8	1208-1463	0	53.8	1267-1535	2756- 3339	40,064
9336	HEAD DREDGE LEVER OPERATOR	58.8	1611-1955	0	59.8	1690-2053	3676- 4465	53,583
9337	DIESEL TUGBOAT OPERATOR	57.9	1543-1871	0	58.9	1618-1965	3519- 4274	51,287
9340	DREDGING SUPERVISOR	60.3	1731-2104	0	61.3	1818-2209	3954- 4805	57,655

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 35

SAE750 7334 STATIONARY ENGINEER

1991-92 SALARY SCHEDULE 54.8 APPROX $2890 - $3197 - $3503 MO
$16.61 - $18.37 - $20.13 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAI	SOC SEC	RETIR CONTR	FRINGE BENEFITS MO EMPL	HEALTH W/ FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	217	16.61	18.38	20.14		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	595	18.46	19.76	21.76	11757.20	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	51	20.27	20.27	20.27	1033.77	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	60	14.49	15.70	16.91	942.00	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	32	15.07	16.33	17.59	522.56	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	51	20.98	20.98	20.98	1069.98	40.0	13	N	N	13	Y	Y	9%	149	196	10-15-20-20
CONTRA COSTA COUNTY	11	15.73	16.54	17.35	181.94	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	2	18.98	19.88	20.77	39.76	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	24	18.13	19.20	20.27	460.80	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	9	15.71	17.35	18.98	156.15	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF HAYWARD	3	16.54	17.95	19.35	53.85	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	13	17.33	18.26	19.19	237.38	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF RICHMOND	8	16.34	17.17	17.99	137.36	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SANTA CLARA	3	17.56	19.43	21.29	58.29	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
U. C. MEDICAL CENTER S.F.	1	21.93	21.93	21.93	21.93	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	23	18.65	18.65	18.65	428.95	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE LIVERMORE LAB.	45	18.09	19.53	20.97	878.85	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
TOTALS 16	931		.....		17,980.77											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 19.31 HR. 3359 MO.
RATE RANGE 17.38 TO 21.24 HR. 3024 TO 3695 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF Z	60.5	1748-2124	1	61.6	1844-2242	4011- 4876	58,516
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....	66.3	2319-2819	1	67.4	2449-2977	5327- 6475	77,700
5108	DIR, GENERAL SERVICES DIV, SFUSD..... Z	67.3	2435-2960	0	68.4	2571-3126	5592- 6799	81,589
5149	SUPT OF WATER TREATMENT FACILITIES.....	65.4	2221-2700	1	66.5	2342-2847	5094- 6192	74,307
6235	HEAT AND VENTILATION INSPECTOR.....	61.9	1871-2274	2	63.0	1975-2401	4296- 5222	62,666
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	62.5	1927-2342	12	63.6	2033-2472	4422- 5377	64,519
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	59.3	1650-2004	3	60.4	1740-2115	3785- 4600	55,202
7205	CHIEF STATIONARY ENGINEER.....	59.5	1666-2023	18	60.6	1756-2135	3819- 4644	55,724
7209	SCHOOL HEATING AND VENTILATION SUPV.....	62.5	1927-2342	1	63.6	2033-2472	4422- 5377	64,519
7223	CABLE MACHINERY SUPERVISOR.....	64.1	2084-2533	1	65.2	2199-2672	4783- 5812	69,739
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	61.5	1835-2230	17	62.6	1936-2354	4211- 5120	61,439
7262	MAINTENANCE PLANNER.....	60.5	1748-2124	6	61.6	1844-2242	4011- 4876	58,516
7263	MAINTENANCE MANAGER, SFUSD.....	63.8	2053-2496	2	64.9	2166-2632	4711- 5725	68,695
7286	WIRE ROPE CABLE MAINTENANCE SUPV.....	57.3	1499-1818	1	58.4	1580-1918	3437- 4172	50,060
7333	APPRENTICE STATIONARY ENGINEER.....		1047-1530	5		1104-1613	2401- 3508	42,099
*7334	STATIONARY ENGINEER.....	54.8	1329-1611	217	55.9	1401-1698	3047- 3693	44,318
7335	SENIOR STATIONARY ENGINEER.....	57.3	1499-1818	42	58.4	1580-1918	3437- 4172	50,060
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	56.8	1463-1773	139	57.9	1543-1871	3356- 4069	48,833
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	59.3	1650-2004	47	60.4	1740-2115	3785- 4600	55,202
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		1152-1684	25		1216-1777	2645- 3865	46,380
7420	BRIDGETENDER.....	50.1	1062-1285	5	51.2	1120-1355	2436- 2947	35,366
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	54.8	1329-1611	11	55.9	1401-1698	3047- 3693	44,318
7473	WIRE ROPE CABLE MAINT MECH TRAINEE.....		1290-1290	0		1361-1361	2960- 2960	35,522
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	62.5	1927-2342	1	63.6	2033-2472	4422- 5377	64,519

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 558

7344 CARPENTER...

1991-92 SALARY SCHEDULE 58.6 APPROX $3471 - $3841 - $4210 MO
$19.95 - $22.07 - $24.20 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH MO FAMILY	VAC (YR-5-15-MAX)
CITY & COUNTY SAN FRANCISCO	80	19.95	22.08	24.20		40.0	14	N	N	13	N	Y	15%	164	164	[illegible]
PRIVATE BAY AREA	233	19.98	20.95	23.14	4881.35	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	1007	24.15	24.56	25.03	24731.92	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	12	15.10	16.63	18.15	199.56	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-23
U. S. GOVERNMENT	92	13.93	15.10	16.26	1389.20	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	13	20.73	20.73	20.73	269.49	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	9	17.95	18.87	19.79	169.83	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	5	20.27	20.27	20.27	101.35	40.0	12	Y	Y	12	Y	Y	15%	152	327	11-16-21-24
SANTA CLARA COUNTY	12	20.93	20.93	20.93	251.16	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF CONCORD	3	16.56	18.35	20.13	55.05	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF HAYWARD	2	15.80	17.17	18.54	34.34	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	7	17.67	18.63	19.59	130.41	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	8	17.00	18.84	20.67	150.72	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	3	16.34	17.17	17.99	51.51	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SUNNYVALE	1	16.43	18.20	19.97	18.20	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	10	17.69	19.09	20.48	190.90	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	17	20.26	20.76	21.25	352.92	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	41	19.73	20.68	21.63	847.88	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	20	19.20	19.20	19.20	384.00	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE BERKELEY LAB.	14	21.38	21.38	21.38	299.32	40.0	11	Y	Y	12	Y	Y	9%	208	505	15-15-21-30
LAWRENCE LIVERMORE LAB.	21	18.09	19.53	20.97	410.13	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
S. F. HOUSING AUTHORITY	18	25.30	25.30	25.30	455.40	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	22.19	22.19	22.19	22.19	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
TOTALS 22	1,549	....			35,396.83											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 22.85 HR. 3975 MO.
RATE RANGE 20.57 TO 25.14 HR. 3579 TO 4374 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

			1991-92			1992-93 RECOMMENDED RATES		
		SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV Z	65.5	2230-2711	0	66.2	2309-2806	5022- 6103	73,237
6270	HOUSING INSPECTOR	61.9	1871-2274	21	62.6	1936-2354	4211- 5120	61,439
6272	SENIOR HOUSING INSPECTOR	63.9	2063-2507	4	64.6	2135-2596	4644- 5646	67,756
6274	CHIEF HOUSING INSPECTOR Z	65.9	2274-2764	1	66.6	2354-2862	5120- 6225	74,698
6280	FIRE SAFETY INSPECTOR I	54.6	1316-1596	0	55.3	1362-1650	2962- 3589	43,065
6281	FIRE SAFETY INSPECTOR II	58.3	1573-1909	18	59.0	1626-1975	3537- 4296	51,548
6331	BUILDING INSPECTOR	61.9	1871-2274	48	62.6	1936-2354	4211- 5120	61,439
6333	SENIOR BUILDING INSPECTOR	63.9	2063-2507	9	64.6	2135-2596	4644- 5646	67,756
6334	CHIEF BUILDING INSPECTOR Z	65.9	2274-2764	4	66.6	2354-2862	5120- 6225	74,698
6335	DISABILITY ACCESS COORDINATOR Z	65.9	2274-2764	1	66.6	2354-2862	5120- 6225	74,698
6336	PROPERTY REHABILITIATION MANAGER Z	66.9	2388-2902	0	67.6	2472-3005	5377- 6536	78,431
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY Z	65.3	2209-2685	0	66.0	2287-2779	4974- 6044	72,532
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ Z	66.3	2319-2819	1	67.0	2401-2918	5222- 6347	76,160
7202	ASST PARK SUPT FOR STRUCTURAL MAINT Z	64.0	2024-2521	1	64.7	2145-2607	4665- 5670	68,043
7211	CEMENT FINISHER SUPERVISOR II	61.1	1800-2188	1	61.8	1862-2264	4050- 4924	59,090
7219	MAINTENANCE ESTIMATOR AND SCHEDULER	54.8	1329-1611	5	55.5	1375-1666	2991- 3624	43,483
7226	CARPENTER SUPERVISOR I	62.0	1881-2287	12	62.7	1946-2365	4233- 5144	61,727
7227	CEMENT FINISHER SUPERVISOR I	56.9	1470-1782	2	57.6	1520-1844	3306- 4011	48,128
7233	GLAZIER SUPERVISOR I	60.6	1756-2135	2	61.3	1818-2209	3954- 4805	57,655
7236	LOCKSMITH SUPERVISOR I	60.6	1756-2135	2	61.3	1818-2209	3954- 4805	57,655
7247	SHEET METAL WORKER SUPERVISOR II	65.6	2242-2726	1	66.3	2319-2819	5044- 6131	73,576
7272	CARPENTER SUPERVISOR II	64.4	2115-2571	1	65.1	2188-2660	4759- 5786	69,426
7311	CEMENT MASON	55.9	1401-1698	26	56.6	1450-1756	3154- 3819	45,832
7320	PROPERTY STAGE HAND		16.56 HR	0		17.14 HR		
7326	GLAZIER	58.6	1596-1936	13	59.3	1650-2004	3589- 4359	52,304
7342	LOCKSMITH	58.6	1596-1936	15	59.3	1650-2004	3589- 4359	52,304
*7344	CARPENTER	58.6	1596-1936	81	59.3	1650-2004	3589- 4359	52,304
7358	PATTERNMAKER	59.6	1674-2033	3	60.3	1731-2104	3765- 4576	54,914
7361	PLASTERER	60.7	1765-2145	2	61.4	1827-2221	3974- 4831	57,968
7369	APPRENTICE SHEET METAL WORKER		897-1794	0		928-1855	2018- 4035	48,416
7371	STAGE CARPENTER		16.56 HR	0		17.14 HR		
7376	SHEET METAL WORKER	61.6	1844-2242	34	62.3	1909-2319	4152- 5044	60,526
7378	TILE SETTER	56.7	1457-1765	2	57.4	1506-1827	3276- 3974	47,685
7395	ORNAMENTAL IRON WORKER	57.3	1499-1818	10	58.0	1550-1881	3371- 4091	49,094
7450	SHADE AND DRAPERY WORKER	50.5	1083-1310	6	51.2	1120-1355	2436- 2947	35,366
7451	SENIOR SHADE AND DRAPERY WORKER	52.5	1191-1443	1	53.2	1232-1491	2680- 3243	38,915
9330	PILE WORKER	59.7	1682-2043	18	60.4	1740-2115	3785- 4600	55,202

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY		APPROX. MAX ANNUAL EQUIV.
9332	PILEDRIVER SUPERVISOR I.....	62.0	1881-2287	3	62.7	1946-2365	4233-	5144	61,727
9342	ORNAMENTAL IRON WORKER SUPERVISOR I.....	59.2	1642-1994	0	59.9	1698-2063	3693-	4487	53,844
9343	ROOFER.....	57.0	1477-1791	8	57.7	1528-1853	3323-	4030	48,363
9344	ROOFER SUPERVISOR I.....	58.0	1550-1881	1	58.7	1603-1946	3487-	4231	50,791
9345	SHEET METAL SUPERVISOR I.....	63.6	2033-2472	4	64.3	2104-2557	4576-	5561	66,738

NUMBER OF CLASSES THIS BENCHMARK..... 42
NUMBER OF POSITIONS THIS BENCHMARK..... 361

SAE750 7345 ELECTRICIAN.....

1991-92 SALARY SCHEDULE 59.8 APPROX $3675 - $4070 - $4465 MO.
$21.12 - $23.39 - $25.66 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	97	21.13	23.40	25.66		40.0	14	N	N	13	N	Y	15%	164	364	10-15-20-20
PRIVATE BAY AREA	561	20.56	21.58	23.69	12106.38	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	626	28.87	30.51	30.69	19099.26	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	15.80	16.57	17.34	115.99	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	188	14.49	15.70	16.91	2951.60	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	9	21.75	21.75	21.75	195.75	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	10	19.25	20.24	21.23	202.40	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-25
MARIN COUNTY	1	19.35	20.29	21.23	20.29	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-20
SAN MATEO COUNTY	2	21.88	21.88	21.88	43.76	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	17	22.85	22.85	22.85	388.45	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	7	18.02	18.88	19.74	132.16	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-20
CITY OF CONCORD	2	16.56	18.35	20.13	36.70	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF DALY CITY	3	18.52	20.52	22.52	61.56	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF HAYWARD	4	19.43	21.12	22.81	84.48	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	20	20.40	21.45	22.50	429.00	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	49	20.36	22.55	24.74	1104.95	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	5	17.20	18.05	18.89	90.25	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SUNNYVALE	1	16.43	18.20	19.97	18.20	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	16	18.96	20.46	21.96	327.36	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	11	20.91	21.43	21.94	235.73	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	31	21.13	22.16	23.19	686.96	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	30	20.90	20.90	20.90	627.00	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE BERKELEY LAB.	24	23.21	23.21	23.21	557.04	40.0	11	Y	Y	12	Y	Y	9%	208	505	15-15-21-30
LAWRENCE LIVERMORE LAB.	31	19.00	20.51	22.01	635.81	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
S. F. HOUSING AUTHORITY	4	21.68	21.68	21.68	86.72	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	55	17.65	18.89	20.13	1038.95	40.0	12	Y	Y	12	Y	N	15%	231	670	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	7	26.37	26.37	26.37	184.59	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
TOTALS 26		1,721	.....		41,461.34											

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
6248	ELECTRICAL INSPECTOR		61.9	1871-2274	18	62.5	1927-2342	4191- 5094	61,126
6249	SENIOR ELECTRICAL INSPECTOR		63.9	2063-2507	2	64.5	2124-2582	4620- 5616	67,390
6250	CHIEF ELECTRICAL INSPECTOR	Z	65.9	2274-2764	1	66.5	2342-2847	5094- 6192	74,307
6252	LINE INSPECTOR		61.9	1871-2274	2	62.5	1927-2342	4191- 5094	61,126
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	65.5	2230-2711	1	66.1	2297-2793	4996- 6075	72,897
7128	POWER HOUSE SUPERINTENDENT	Z	58.9	1618-1965	1	59.5	1666-2023	3624- 4400	52,800
7130	GEN SUPERINTENDENT, FACILITIES MAINT	Z		2906-2906	3		2993-2993	6510- 6510	78,117
7131	ELEC MAINT AND CONSTRUCTION SUPT	Z	65.5	2230-2711	1	66.1	2297-2793	4996- 6075	72,897
7132	TELECOMMUNICATIONS SUPERVISOR		64.5	2124-2582	2	65.1	2188-2660	4759- 5786	69,426
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR		66.0	2287-2779	2	66.6	2354-2862	5120- 6225	74,698
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I		64.0	2074-2521	8	64.6	2135-2596	4644- 5646	67,756
7229	TRANSMISSION LINE SUPERVISOR I		62.3	1909-2319	2	62.9	1965-2388	4274- 5194	62,327
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR		64.0	2074-2521	0	64.6	2135-2596	4644- 5646	67,756
7235	TRANSIT POWER LINE SUPERVISOR I		62.3	1909-2319	6	62.9	1965-2388	4274- 5194	62,327
7238	ELECTRICIAN SUPERVISOR I		62.3	1909-2319	10	62.9	1965-2388	4274- 5194	62,327
7244	POWER PLANT SUPERVISOR I		57.9	1543-1871	3	58.5	1588-1927	3454- 4191	50,295
7253	ELECTRICAL TRANSIT MECHANIC SUPV I		62.0	1881-2287	9	62.6	1936-2354	4211- 5120	61,439
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		62.3	1909-2319	2	62.9	1965-2388	4274- 5194	62,327
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I		62.0	1881-2287	1	62.6	1936-2354	4211- 5120	61,439
7257	COMMUNICATION LINE SUPERVISOR I		62.3	1909-2319	1	62.9	1965-2388	4274- 5194	62,327
7273	COMMUNICATION LINE WORKER SUPV II		64.5	2124-2582	1	65.1	2188-2660	4759- 5786	69,426
7274	TRANSIT POWER LINE WORKER SUPV II		64.5	2124-2582	1	65.1	2188-2660	4759- 5786	69,426
7275	CABLE SPLICER SUPERVISOR I		64.5	2124-2582	1	65.1	2188-2660	4759- 5786	69,426
7276	ELECTRICIAN SUPERVISOR II		64.5	2124-2582	3	65.1	2188-2660	4759- 5786	69,426
7279	POWERHOUSE ELECTRICIAN SUPV II		64.5	2124-2582	1	65.1	2188-2660	4759- 5786	69,426
7285	TRANSMISSION LINE WORKER SUPV II		64.5	2124-2582	1	65.1	2188-2660	4759- 5786	69,426
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN		64.5	2124-2582	5	65.1	2188-2660	4759- 5786	69,426
7288	SIGNAL SYSTEM MAINTENANCE SUPT		64.7	2145-2607	0	65.3	2209-2685	4805- 5840	70,079
7308	CABLE SPLICER		62.3	1909-2319	3	62.9	1965-2388	4274- 5194	62,327
7318	ELECTRONIC MAINTENANCE TECHNICIAN		62.0	1881-2287	77	62.6	1936-2354	4211- 5120	61,439
7319	ELECTRIC MOTOR REPAIRER		56.6	1450-1756	12	57.2	1491-1809	3243- 3935	47,215
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR		63.5	2023-2459	18	64.1	2084-2533	4533- 5509	66,111
7336	ELECTRONIC INSTRUMENTATION TECH, WPC		61.5	1835-2230	15	62.1	1890-2297	4111- 4996	59,952
7338	ELECTRICAL LINE WORKER		59.8	1690-2053	38	60.4	1740-2115	3785- 4600	55,202
*7345	ELECTRICIAN		59.8	1690-2053	98	60.4	1740-2115	3785- 4600	55,202
7363	POWERHOUSE ELECTRICIAN		59.8	1690-2053	2	60.4	1740-2115	3785- 4600	55,202
7364	POWERHOUSE OPERATOR		54.1	1285-1558	11	54.7	1323-1603	2878- 3487	41,838

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX ANNUAL EQUIV.
7365	SENIOR POWERHOUSE OPERATOR	56.6	1450-1756	9	57.2	1491-1809	3243- 3935	47,215
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN	62.0	1881-2287	4	62.6	1936-2354	4211- 5120	61,439
7377	STAGE ELECTRICIAN	59.8	1690-2053	3	60.4	1740-2115	3785- 4600	55,202
7379	ELECTRICAL TRANSIT MECHANIC	56.6	1450-1756	145	57.2	1491-1809	3243- 3935	47,215
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV	60.0	1706-2074	18	60.6	1756-2135	3819- 4644	55,724
7408	ASSISTANT POWER HOUSE OPERATOR	49.4	1027-1243	9	50.0	1057-1279	2299- 2782	33,387
7409	ELECTRICAL TRANSIT SERVICE WORKER	53.6	1255-1520	65	54.2	1291-1565	2808- 3404	40,847
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN	59.0	1626-1975	26	59.6	1674-2033	3641- 4422	53,061
7432	ELECTRICAL LINE HELPER	56.8	1463-1773	3	57.4	1506-1827	3276- 3974	47,685
7510	LIGHTING FIXTURE MAINTENANCE WORKER	47.6	943-1141	8	48.2	970-1174	2110- 2553	30,641
9240	AIRPORT ELECTRICIAN	61.8	1862-2264	12	62.4	1918-2332	4172- 5072	60,865
9241	AIRPORT ELECTRICIAN SUPERVISOR	62.8	1955-2377	2	63.4	2014-2449	4380- 5327	63,919
9242	HEAD AIRPORT ELECTRICIAN	64.5	2124-2582	1	65.1	2188-2660	4759- 5786	69,426
9358	CRANE MECHANIC SUPERVISOR	63.8	2053-2496	4	64.4	2115-2571	4600- 5592	67,103

NUMBER OF CLASSES THIS BENCHMARK..... 51
NUMBER OF POSITIONS THIS BENCHMARK..... 671

SAE750 7346 PAINTER.....

1991-92 SALARY SCHEDULE 56.7 APPROX $3168 - $3503 - $3838 MO.
$18.21 - $20.13 - $22.06 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	STCK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MD EMPL	HEALTH VAC FAMILY	VAC YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	67	18.21	20.14	22.06		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-26
PRIVATE BAY AREA	168	18.25	19.43	21.05	3264.24	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	224	24.52	25.02	25.17	5604.48	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	10	15.10	16.63	18.15	166.30	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	116	13.93	15.10	16.26	1751.60	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	20	19.16	19.16	19.16	383.20	40.0	11	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	4	17.95	18.87	19.79	75.48	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	6	20.27	20.27	20.27	121.62	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	11	20.93	20.93	20.93	230.23	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-25
CITY OF CONCORD	2	16.56	18.35	20.13	36.70	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF DALY CITY	1	14.41	15.97	17.53	15.97	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF HAYWARD	2	16.85	18.31	19.77	36.62	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	18	17.57	18.52	19.46	333.36	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-10
CITY OF SAN JOSE	9	17.00	18.84	20.67	169.56	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF RICHMOND	3	16.34	17.17	17.99	51.51	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SUNNYVALE	1	16.43	18.20	19.97	18.20	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	13	17.76	19.16	20.56	249.08	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	13	20.30	20.80	21.30	270.40	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	41	19.73	20.68	21.63	847.88	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	14	18.60	18.60	18.60	260.40	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE BERKELEY LAB.	8	20.58	20.58	20.58	164.64	40.0	11	Y	Y	12	Y	Y	9%	208	505	15-15-21-30
LAWRENCE LIVERMORE LAB.	13	18.09	19.53	20.97	253.89	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
S. F. HOUSING AUTHORITY	18	23.86	23.86	23.86	429.48	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	3	17.65	18.89	20.13	56.67	40.0	12	Y	Y	12	Y	N	15%	231	670	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	3	21.92	21.92	21.92	65.76	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
TOTALS 24		721	.....		14,857.27											

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7346 PAINTER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....	54.9	1336-1618	1	55.4	1368-1658	2975- 3606	43,274
7242	PAINTER SUPERVISOR I.....	59.3	1650-2004	12	59.8	1690-2053	3676- 4465	53,583
7278	PAINTER SUPERVISOR II.....	61.4	1827-2221	1	61.9	1871-2274	4069- 4946	59,351
*7346	PAINTER.....	56.7	1457-1765	67	57.2	1491-1809	3243- 3935	47,215

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 81

1991-92 SALARY SCHEDULE 60.4 APPROX $3784 - $4192 - $4600 MO.
$21.75 - $24.09 - $26.43 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	61	21.75	24.10	26.44		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	154	20.41	21.54	23.58	3317.16	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	310	29.86	32.23	33.60	9991.30	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	15.80	16.57	17.34	115.99	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	39	13.93	15.10	16.26	588.90	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	46	14.49	15.70	16.91	722.20	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	6	23.23	23.23	23.23	139.38	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	0	18.97	19.94	20.91	0.00	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	1	21.88	21.88	21.88	21.88	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	12	22.85	22.85	22.85	274.20	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF OAKLAND	6	20.01	21.10	22.19	126.60	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	3	18.20	20.17	22.14	60.51	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SUNNYVALE	1	16.43	18.20	19.97	18.20	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
OAKLAND CITY SCHOOL DIST.	4	21.77	22.31	22.85	89.24	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	31	21.13	22.16	23.19	686.96	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	17	20.90	20.90	20.90	355.30	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE BERKELEY LAB.	11	22.99	22.99	22.99	252.89	40.0	11	Y	Y	12	Y	Y	9%	208	505	15-15-21-30
LAWRENCE LIVERMORE LAB.	23	19.00	20.51	22.01	471.73	40.0	12	Y	Y	12	Y	Y	10%	158	428	15-15-21-24
S. F. HOUSING AUTHORITY	13	20.70	20.70	20.70	269.10	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	24.93	24.93	24.93	24.93	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
TOTALS 19	685	....			17,526.47											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 25.59 HR. 4452 MO.
R A T E R A N G E 23.03 TO 28.15 HR. 4007 TO 4898 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7236	BOILER INSPECTOR		61.9	1871-2274	0	63.2	1994-2424	4337- 5272	63,266
7238	SENIOR BOILER INSPECTOR		63.9	2063-2507	0	65.2	2199-2672	4783- 5812	69,739
7242	PLUMBING INSPECTOR		61.9	1871-2274	12	63.2	1994-2424	4337- 5272	63,266
7244	CHIEF PLUMBING INSPECTOR	Z	65.9	2274-2764	1	67.2	2424-2946	5272- 6408	76,891
7213	PLUMBER SUPERVISOR I		62.8	1955-2377	3	64.1	2084-2533	4533- 5509	66,111
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR		64.4	2014-2449	1	64.7	2145-2607	4665- 5670	68,043
7239	PLUMBER SUPERVISOR II		64.3	2104-2557	2	65.6	2242-2726	4876- 5929	71,149
7240	WATER METER SHOP SUPERVISOR I		56.8	1463-1773	1	58.1	1558-1890	3389- 4111	49,329
7248	STEAMFITTER SUPERVISOR II		64.3	2104-2557	1	65.6	2242-2726	4876- 5929	71,149
7250	UTILITY PLUMBER SUPERVISOR I		62.8	1955-2377	21	64.1	2084-2533	4533- 5509	66,111
7284	UTILITY PLUMBER SUPERVISOR II		64.3	2104-2557	4	65.6	2242-2726	4876- 5929	71,149
7323	FIRE DEPT WATER SYSTEM ASST SUPV		62.4	1918-2332	1	63.7	2043-2483	4444- 5401	64,806
*7347	PLUMBER		60.4	1740-2115	61	61.7	1853-2252	4030- 4898	58,777
7348	STEAMFITTER		60.4	1740-2115	15	61.7	1853-2252	4030- 4898	58,777
7349	STEAMFITTER ASSISTANT SUPERVISOR		62.4	1918-2332	1	63.7	2043-2483	4444- 5401	64,806
7353	WATER METER REPAIRER		54.8	1329-1611	7	56.1	1414-1714	3075- 3728	44,735
7360	PIPE WELDER		60.4	1740-2115	4	61.7	1853-2252	4030- 4898	58,777
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR		62.4	1918-2332	0	63.7	2043-2483	4444- 5401	64,806
7388	UTILITY PLUMBER		60.4	1740-2115	42	61.7	1853-2252	4030- 4898	58,777
7390	WELDER		56.0	1407-1706	10	57.3	1499-1818	3260- 3954	47,450
7442	WATER METER REPAIR HELPER		48.0	961-1163	0	49.3	1022-1237	2223- 2690	32,286
7449	SEWER SERVICE WORKER		59.2	1642-1994	13	60.5	1748-2124	3802- 4620	55,436
7463	UTILITY PLUMBER APPRENTICE			1058-2009	23		1126-2139	2449- 4652	55,828
9346	FUSION WELDER		59.7	1682-2043	2	61.0	1791-2178	3895- 4737	56,846

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 225

7355 TRUCK DRIVER.........................

1991-92 SALARY SCHEDULE 0.0 APPROX $3018 - $3428 - $3838 MO.
$17.35 - $19.70 - $22.06 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	140	17.35	18.23	19.10		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	2496	16.98	18.46	19.74	46076.16	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	159	17.66	19.19	19.42	3051.21	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	1	12.60	13.19	13.77	13.19	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	19	11.64	12.63	13.61	239.97	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	50	12.23	13.25	14.27	662.50	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	15	16.22	16.22	16.22	243.30	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
SAN MATEO COUNTY	19	14.49	16.31	18.12	309.89	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
CITY OF BERKELEY	22	13.65	14.08	14.50	309.76	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
EAST BAY MUNI. UTIL. DIST.	5	15.62	16.86	18.09	84.30	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
OAKLAND CITY SCHOOL DIST.	13	15.78	15.78	15.78	205.14	37.5	13	Y	Y	12	Y	Y	10%	79	157	10-15-20-25
U. C. MEDICAL CENTER S.F.	25	15.37	16.52	17.66	413.00	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	16	14.54	16.02	17.49	256.32	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE BERKELEY LAB.	8	12.53	15.76	18.99	126.08	40.0	11	Y	Y	12	Y	Y	9%	208	505	15-15-21-30

TOTALS .... 13 2,848 .... 51,990.82

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 18.26 HR. 3177 MO.
R A T E R A N G E 16.43 TO 20.09 HR. 2858 TO 3495 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	60.4	1740-2115	1	61.4	1827-2221	3974- 4831	57,968
7110	MOBILE EQUIPMENT ASSISTANT SUPERVISOR...	Z	60.4	1740-2115	3	61.4	1827-2221	3974- 4831	57,968
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	61.4	1827-2221	1	62.4	1918-2332	4172- 5072	60,865
7210	MOBILE EQUIPMENT SUPERVISOR.....	Z	61.4	1827-2221	2	62.4	1918-2332	4172- 5072	60,865
7312	CHAUFFEUR.....		39.4	641- 773	0	40.4	671- 810	1459- 1762	21,141
*7355	TRUCK DRIVER.....			1388-1765	141		1457-1853	3169- 4030	48,363
9359	ASSISTANT SUPERINTENDENT, HARBOR MAINT..	Z	65.0	2178-2647	1	66.0	2287-2779	4974- 6044	72,532
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		62.9	1965-2388	5	63.9	2063-2507	4487- 5453	65,433
9361	MANAGER, TENANT FACILITY MAINT.....	Z	65.0	2178-2647	1	66.0	2287-2779	4974- 6044	72,532
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	65.0	2178-2647	0	66.0	2287-2779	4974- 6044	72,532
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	65.0	2178-2647	1	66.0	2287-2779	4974- 6044	72,532
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	66.0	2287-2779	1	67.0	2401-2918	5222- 6347	76,160

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 157

SAF750 7381 AUTOMOTIVE MECHANIC.....

1991-92 SALARY SCHEDULE 0.0 APPROX $3617 - $3617 - $3617 MO.
$20.78 - $20.78 - $20.78 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEK	HOL DAY	LIFE INS	DTS INS	SICK DAYS	DEN TAI	SOC SEC	RETIR CONTR	MD EMPL	HEALTH FAMILY	VAC YRS-5-15-MAX
CITY & COUNTY SAN FRANCISCO	127	20.79	20.79	20.79		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	1018	19.63	21.15	22.89	21530.70	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	13.77	14.44	15.10	43.32	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	18	13.36	14.48	15.59	260.64	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	13	13.93	15.10	16.26	196.30	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	68	14.49	15.70	16.91	1067.60	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	4	19.86	19.86	19.86	79.44	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	11	17.37	18.26	19.15	200.86	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-25
MARIN COUNTY	3	17.95	18.82	19.69	56.46	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	3	18.87	18.87	18.87	56.61	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SAN MATEO COUNTY	4	16.81	18.91	21.01	75.64	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	14	15.79	17.44	19.08	244.16	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	17	16.26	16.96	17.65	288.32	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	3	16.56	18.35	20.13	55.05	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF DALY CITY	5	15.91	17.63	19.35	88.15	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF FREMONT	4	16.00	18.00	20.00	72.00	40.0	12	Y	Y	12	Y	N	8%	164	456	12-15-21-21
CITY OF HAYWARD	5	16.43	18.20	19.97	91.00	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	13	17.15	18.05	18.94	234.65	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF OAKLAND	19	18.50	19.50	20.49	370.50	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	33	16.75	18.56	20.36	612.48	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SANTA CLARA	5	17.13	18.96	20.78	94.80	40.0	12	Y	Y	12	Y	Y	9%	133	266	10-15-21-21
CITY OF SUNNYVALE	9	16.10	17.84	19.57	160.56	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	6	17.69	19.09	20.48	114.54	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
U. C. BERKELEY	1	16.70	17.96	19.22	17.96	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
ALAMEDA-CONTRA COSTA TRANSIT	22	19.48	19.48	19.48	428.56	40.0	11	Y	Y	12	Y	Y	13%	118	237	10-15-20-30
BAY AREA RAPID TRANSIT	21	17.65	18.89	20.13	396.69	40.0	12	Y	Y	12	Y	N	15%	231	670	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	23	19.84	19.84	19.84	456.32	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
SAN MATEO TRANSIT DISTRICT	30	14.71	17.16	19.61	514.80	40.0	11	Y	N	0	Y	Y	8%	135	359	20-27-33-36
SANTA CLARA TRANSIT DISTRICT	132	17.58	18.78	19.98	2478.96	40.0	12	Y	Y	12	Y	Y	5%	146	216	10-16-20-22
TOTALS 28	1,507	.....			30,287.07											

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC *

			1991-92			1992-93 RECOMMENDED RATES			
		SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY		APPROX. MAX. ANNUAL EQUIV.
7123	MACHINE SHOP AND PARKING METER SUPT..... Z	64.1	2084-2533	1	65.4	2221-2700	4831-	5873	70,470
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....	62.1	1890-2297	3	63.4	2014-2449	4380-	5327	63,919
7136	WATER SHOPS AND EQUIPMENT SUPT..... Z	62.7	1946-2365	1	64.0	2074-2521	4511-	5483	65,798
7150	CITY SHOPS GENERAL SUPERINTENDENT..... Z	67.0	2401-2918	1	68.3	2557-3108	5561-	6760	81,119
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.		2779-2779	1		2960-2960	6438-	6438	77,256
7224	CAR AND AUTO PAINTER SUPERVISOR I.....		2074-2074	0		2209-2209	4805-	4805	57,655
7225	TRANSIT PAINT SHOP SUPERVISOR I.....		2287-2287	1		2436-2436	5298-	5298	63,580
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		2521-2521	5		2685-2685	5840-	5840	70,079
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.		1961-1961	1		2088-2088	4541-	4541	54,497
7241	SENIOR MAINTENANCE CONTROLLER.....		2287-2287	1		2436-2436	5298-	5298	63,580
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		2287-2287	10		2436-2436	5298-	5298	63,580
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		2287-2287	6		2436-2436	5298-	5298	63,580
7258	MAINTENANCE MACHINIST SUPERVISOR I.....	62.0	1881-2287	6	63.3	2004-2435	4359-	5296	63,554
7264	AUTO BODY AND FENDER WORKER SUPV I.....		2287-2287	1		2436-2436	5298-	5298	63,580
7277	CITY SHOPS ASST SUPERINTENDENT..... Z	64.0	2074-2521	1	65.3	2209-2685	4805-	5840	70,079
7305	BLACKSMITH.....	53.8	1267-1535	1	55.1	1349-1634	2934-	3554	42,647
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		1687-1687	38		1797-1797	3908-	3908	46,902
7309	CAR AND AUTO PAINTER.....		1687-1687	17		1797-1797	3908-	3908	46,902
7313	AUTOMOTIVE MACHINIST.....		1687-1687	69		1797-1797	3908-	3908	46,902
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		1986-1986	2		2115-2115	4600-	4600	55,202
7322	AUTO BODY AND FENDER WORKER ASST SUPV...		2074-2074	1		2209-2209	4805-	4805	57,655
7325	GENERAL UTILITY MECHANIC.....		1779-1779	10		1895-1895	4122-	4122	49,460
7330	SENIOR GENERAL UTILITY MECHANIC.....		1869-1869	1		1990-1990	4328-	4328	51,939
7331	APPRENTICE MAINTENANCE MACHINIST.....		971-1606	1		1035-1712	2251-	3724	44,683
7332	MAINTENANCE MACHINIST.....	56.7	1457-1765	63	58.0	1550-1881	3371-	4091	49,094
7337	MAINTENANCE MACHINIST ASST SUPERVISOR...	59.1	1634-1985	1	60.4	1740-2115	3785-	4600	55,202
7340	MAINTENANCE CONTROLLER.....		2074-2074	8		2209-2209	4805-	4805	57,655
*7381	AUTOMOTIVE MECHANIC.....		1663-1663	127		1768-1768	3845-	3845	46,145
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		2074-2074	16		2209-2209	4805-	4805	57,655
7387	UPHOLSTERER.....	53.1	1226-1484	1	54.4	1304-1580	2836-	3437	41,238
7389	METALSMITH.....	54.3	1298-1573	3	55.6	1381-1674	3004-	3641	43,691
7410	AUTOMOTIVE SERVICE WORKER.....	47.8	952-1152	127	49.1	1013-1226	2203-	2667	31,999
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....	49.8	1047-1267	5	51.1	1114-1349	2423-	2934	35,209
7414	BLACKSMITH'S FINISHER.....	53.3	1237-1499	0	54.6	1316-1596	2862-	3471	41,656
7434	MAINTENANCE MACHINIST HELPER.....	50.8	1099-1329	5	52.1	1169-1414	2543-	3075	36,905
9102	TRANSIT CAR CLEANER.....	46.2	882-1067	72	47.5	938-1136	2040-	2471	29,650
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....	48.2	920-1114	6	49.5	1032-1249	2245-	2717	32,599

1992 - 1994
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9106	TRANSIT CAR CLEANER SUPERVISOR I.....	49.2	1018-1232	1	50.5	1083-1310	2356- 2849	34,191

NUMBER OF CLASSES THIS BENCHMARK..... 38
NUMBER OF POSITIONS THIS BENCHMARK..... 614

SAF750

7384 TYPEWRITER REPAIRER......................

1991-92 SALARY SCHEDULE 48.4 APPROX $2129 - $2353 - $2577 MO.
$12.23 - $13.52 - $14.81 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	12.24	13.53	14.81		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	187	12.66	14.10	14.81	2636.70	00.0	0			0			0%	0	0	0- 0- 0- 0
SANTA CLARA COUNTY	3	14.16	15.63	17.10	46.89	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF LOS ANGELES	4	12.04	13.50	14.96	54.00	40.0	13	N	N	12	Y	N	18%	160	453	10-15-18-23
LOS ANGELES WATER AND POWER	32	19.67	19.67	19.67	629.44	40.0	13	Y	Y	10	Y	N	18%	152	431	10-15-18-23
SAN DIEGO UNIF SCHOOL DIST.	4	12.98	14.38	15.78	57.52	40.0	14	Y	N	12	Y	Y	8%	199	298	12-16-20-20
TOTALS 5	230	....			3,424.55											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.89 HR. 2590 MO.
RATE RANGE 13.40 TO 16.38 HR. 2331 TO 2850 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7384 TYPEWRITER REPAIRER.....*

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY		1992-93 APPROX. MAX. ANNUAL EQUIV.
7243	PARKING METER REPAIRER SUPERVISOR I.....	55.6	1381-1674	2	57.7	1528-1853	3323-	4030	48,363
7304	COMPUTER REPAIR & MAINTENANCE TECH.....	53.9	1273-1543	0	56.0	1407-1706	3060-	3711	44,527
7383	SEWING MACHINE REPAIRER.....	50.2	1067-1291	1	52.3	1180-1429	2567-	3108	37,297
*7384	TYPEWRITER REPAIRER.....	48.4	979-1185	4	50.5	1083-1310	2356-	2849	34,191
7385	SENIOR TYPEWRITER REPAIRER.....	50.2	1067-1291	1	52.3	1180-1429	2567-	3108	37,297
7444	PARKING METER REPAIRER.....	53.1	1226-1484	16	55.2	1355-1642	2947-	3571	42,856
9385	GENERAL SERVICE OFFICER, PORT OF S.F....	53.1	1226-1484	2	55.2	1355-1642	2947-	3571	42,856

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 26

SAE750 7514 GENERAL LABORER.....

1991-92 SALARY SCHEDULE 50.7 APPROX $2377 - $2627 - $2877 MO.
$13.66 - $15.10 - $16.53 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN INS	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC YRS-%
CITY & COUNTY SAN FRANCISCO	284	13.66	15.10	16.54		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	710	14.00	15.02	16.16	10664.20	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	735	18.65	18.98	19.29	13950.30	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	4	11.08	11.59	12.09	46.36	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	37	9.75	10.57	11.38	391.09	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	70	10.50	11.38	12.25	796.60	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	56	14.23	14.81	15.39	829.36	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	41	11.89	12.50	13.11	512.50	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	22	13.55	14.90	16.24	327.80	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	30	12.74	14.34	15.93	430.20	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	13	11.11	12.25	13.39	159.25	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	30	12.18	13.45	14.71	403.50	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	16	12.85	13.25	13.65	212.00	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF CONCORD	0	9.46	10.48	11.50	0.00	40.0	13	Y	Y	12	Y	Y	12%	151	402	10-15-17-22
CITY OF DALY CITY	20	12.87	14.27	15.66	285.40	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF HAYWARD	16	12.58	13.60	14.61	217.60	40.0	15	Y	Y	8	Y	N	9%	148	393	10-15-20-20
CITY OF OAKLAND	87	13.12	13.82	14.51	1202.34	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	71	10.60	11.74	12.87	833.54	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF SUNNYVALE	14	12.79	14.17	15.54	198.38	40.0	11	Y	Y	10	Y	N	8%	204	377	11-16-21-26
EAST BAY MUNI. UTIL. DIST.	27	14.27	15.39	16.51	415.53	40.0	13	Y	Y	13	Y	Y	16%	152	403	10-15-21-25
U. C. MEDICAL CENTER S.F.	2	12.38	13.61	14.83	27.22	40.0	12	Y	Y	12	Y	Y	10%	228	378	15-18-24-24
U. C. BERKELEY	0	12.74	13.98	15.22	0.00	40.0	12	Y	Y	12	Y	Y	10%	208	505	15-15-21-24
LAWRENCE BERKELEY LAB.	10	10.33	13.72	17.11	137.20	40.0	11	Y	Y	12	Y	Y	9%	208	505	15-15-21-30
S. F. HOUSING AUTHORITY	29	17.43	17.43	17.43	505.47	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	10	16.28	16.28	16.28	162.80	40.0	12	Y	Y	13	Y	Y	6%	187	389	10-15-20-30
TOTALS 24	2,050	.....			32,708.64											

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1120	DIRECTOR OF ANIMAL CARE AND CONTROL	Z		2835-2835	1		3005-3005	6536- 6536	78,431
1121	DEPUTY DIR OF ANIMAL CARE & CONTROL	Z		2014-2014	1		2135-2135	4644- 4644	55,724
1434	SHELTER SERVICE REPRESENTATIVE		43.5	777- 938	8	44.7	822- 994	1788- 2162	25,943
1435	SHELTER OFFICE SUPERVISOR	Z	50.2	1067-1291	1	51.4	1131-1368	2460- 2975	35,705
2292	SHELTER VETERINARIAN	Z	56.8	1463-1773	1	58.0	1550-1881	3371- 4091	49,094
3130	ARBORETUM DIRECTOR	Z	60.0	1706-2074	1	61.2	1809-2199	3935- 4783	57,394
3310	STABLE ATTENDANT		48.0	961-1163	6	49.2	1018-1232	2214- 2680	32,155
3320	ANIMAL KEEPER		52.0	1163-1407	38	53.2	1232-1491	2680- 3243	38,915
3321	SENIOR ANIMAL KEEPER		54.0	1279-1550	4	55.2	1355-1642	2947- 3571	42,856
3322	ASSISTANT HEAD ANIMAL KEEPER		56.0	1407-1706	1	57.2	1491-1809	3243- 3935	47,215
3324	HEAD ANIMAL KEEPER		58.0	1550-1881	1	59.2	1642-1994	3571- 4337	52,043
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	58.1	1558-1890	0	59.3	1650-2004	3589- 4359	52,304
3370	ANIMAL CARE ATTENDANT		43.5	777- 938	9	44.7	822- 994	1788- 2162	25,943
3371	ANIMAL CARE SUPERVISOR	Z	51.3	1125-1362	1	52.5	1191-1443	2590- 3139	37,662
3372	ANIMAL CONTROL OFFICER		44.6	818- 989	9	45.8	866-1047	1884- 2277	27,327
3373	ANIMAL CONTROL SUPERVISOR	Z	51.3	1125-1362	1	52.5	1191-1443	2590- 3139	37,662
3374	VOLUNTEER COORD, ANIMAL CARE & CONTROL	Z	46.7	903-1093	1	47.9	956-1158	2079- 2519	30,224
3375	ANIMAL HEALTH TECHNICIAN		46.6	899-1088	1	47.8	952-1152	2071- 2506	30,067
3402	FARMER		52.0	1163-1407	2	53.2	1232-1491	2680- 3243	38,915
3417	GARDENER		52.0	1163-1407	390	53.2	1232-1491	2680- 3243	38,915
3418	GARDENER ASSISTANT SUPERVISOR		55.0	1342-1626	25	56.2	1421-1723	3091- 3748	44,970
3419	MUNICIPAL STADIUM GROUNDKEEPER		55.0	1342-1626	2	56.2	1421-1723	3091- 3748	44,970
3422	PARK SECTION SUPERVISOR		56.0	1407-1706	22	57.2	1491-1809	3243- 3935	47,215
3424	PEST CONTROL SPECIALIST		55.0	1342-1626	6	56.2	1421-1723	3091- 3748	44,970
3426	URBAN FORESTER	Z	60.0	1706-2074	3	61.2	1809-2199	3935- 4783	57,394
3428	NURSERY SPECIALIST		55.0	1342-1626	6	56.2	1421-1723	3091- 3748	44,970
3430	CHIEF NURSERY SPECIALIST	Z	58.0	1550-1881	0	59.2	1642-1994	3571- 4337	52,043
3432	ASSISTANT DIRECTOR, ARBORETUM	Z	58.0	1550-1881	0	59.2	1642-1994	3571- 4337	52,043
3434	TREE TOPPER		54.0	1279-1550	25	55.2	1355-1642	2947- 3571	42,856
3436	TREE TOPPER SUPERVISOR I		57.5	1513-1835	4	58.7	1603-1946	3487- 4233	50,791
3438	TREE TOPPER SUPERVISOR II	Z	60.0	1706-2074	1	61.2	1809-2199	3935- 4783	57,394
3440	LANDSCAPING AND STREET PLANTING SUPV		60.3	1731-2104	0	61.5	1835-2230	3991- 4850	58,203
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE	Z	57.0	1477-1791	0	58.2	1565-1899	3404- 4130	49,564
3464	AREA SUPV, PARKS SQUARES AND FACILITIES	Z	58.0	1550-1881	5	59.2	1642-1994	3571- 4337	52,043
3466	ASST SUPT, PARKS SQUARES AND FACILITIES	Z	62.9	1965-2388	3	64.1	2084-2533	4533- 5509	66,111
3474	SCHOOL GROUNDS SUPERVISOR		56.5	1443-1748	1	57.7	1528-1853	3323- 4030	48,363
3486	WATERSHED FORESTER	Z	60.0	1706-2074	1	61.2	1809-2199	3935- 4783	57,394

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX ANNUAL EQUIV.
3488	WATERSHED RESOURCES MANAGER	Z	63.6	2033-2472	1	64.8	2156-2621	4689- 5701	68,408
7206	ASBESTOS ABATEMENT WORKER III			22.31 HR	0		23.65 HR		
7215	GENERAL LABORER SUPERVISOR I		52.7	1703-1457	09	53.9	1273-1543	2769- 3356	40,272
7218	ASBESTOS ABATEMENT WORKER II			20.38 HR	0		21.60 HR		
7220	ASPHALT FINISHER SUPERVISOR I		58.7	1603-1946	10	59.9	1698-2063	3693- 4487	53,844
7246	SEWER REPAIR SUPERVISOR II		61.7	1853-2252	3	62.9	1965-2388	4274- 5194	62,327
7251	TRACK MAINTENANCE WORKER SUPERVISOR I		57.7	1528-1853	9	58.9	1618-1965	3519- 4274	51,287
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		58.3	1573-1909	3	59.5	1666-2023	3624- 4400	52,800
7281	STREET CLEANING SUPERVISOR II		59.9	1698-2063	5	61.1	1800-2188	3915- 4759	57,107
7282	STREET REPAIR SUPERVISOR II		59.9	1698-2063	4	61.1	1800-2188	3915- 4759	57,107
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY		57.8	1535-1862	2	59.0	1626-1975	3537- 4296	51,548
7307	BRICKLAYER		59.7	1682-2043	5	60.9	1782-2166	3876- 4711	56,533
7327	GRANITE CUTTER		51.7	1147-1388	0	52.9	1214-1470	2640- 3197	38,367
7370	RIGGER		53.9	1273-1543	2	55.1	1349-1634	2934- 3554	42,647
7404	ASPHALT FINISHER		52.4	1185-1436	16	53.6	1255-1520	2730- 3306	39,672
7421	SEWER MAINTENANCE WORKER		53.6	1255-1520	36	54.8	1329-1611	2891- 3504	42,047
7428	HODCARRIER		55.4	1368-1658	7	56.6	1450-1756	3154- 3819	45,832
7457	TRAFFIC AND STREET SIGN MAINT WORKER		51.7	1147-1388	15	52.9	1214-1470	2640- 3197	38,367
7458	SWITCH REPAIRER		52.7	1203-1457	7	53.9	1273-1543	2769- 3356	40,272
7502	ASPHALT WORKER		51.7	1147-1388	20	52.9	1214-1470	2640- 3197	38,367
*7514	GENERAL LABORER		50.7	1093-1323	284	51.9	1158-1401	2519- 3047	36,566
7515	ASBESTOS ABATEMENT WORKER I			17.69 HR	0		18.75 HR		
7540	TRACK MAINTENANCE WORKER		51.7	1147-1388	35	52.9	1214-1470	2640- 3197	38,367
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS			580- 580	7		615- 615	1338- 1338	16,052
9940	PUBLIC WORKS AIDE			6.93 HR	0		7.35 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 62
NUMBER OF POSITIONS THIS BENCHMARK..... 1091

8146 DISTRICT ATTORNEY'S INVESTIGATOR........

1991-92 SALARY SCHEDULE 57.1 APPROX $3227 - $3571 - $3915 MO
$18.55 - $20.52 - $22.50 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	..........F R I N G E WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	B E N E DEN TAL	SOC SEC	RETIR CONTR	F I T S............... MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	21	18.55	20.53	22.50		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	45	20.60	22.73	24.85	1022.85	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	46	19.78	22.23	24.67	1022.58	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	11	18.73	20.75	22.77	228.25	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	8	20.10	22.24	24.38	177.92	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	7	20.42	22.97	25.51	160.79	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	34	20.27	22.47	24.66	763.98	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
TOTALS 6	151	....			3,376.37											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 22.36 HR. 3890 MO.
R A T E R A N G E 20.12 TO 24.60 HR. 3500 TO 4280 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * INVESTIGATIONS AND CODE ENFORCEMENT (OTHER THAN CONSTRUCTION) *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2580	CORONER'S INVESTIGATOR		57.1	1484-1800	11	58.9	1618-1965	3519- 4274	51,287
4230	ESTATE INVESTIGATOR		52.1	1169-1414	4	53.9	1273-1543	2769- 3356	40,272
4231	SENIOR ESTATE INVESTIGATOR	Z	54.1	1285-1558	3	55.9	1401-1698	3047- 3693	44,318
5177	SAFETY OFFICER	Z	64.4	2115-2571	2	66.2	2309-2806	5022- 6103	73,237
6102	RODENT CONTROL TECHNICIAN		50.3	1073-1298	2	52.1	1169-1414	2543- 3075	36,905
6108	ENVIRONMENTAL HEALTH TECH I		52.3	1180-1429	6	54.1	1285-1558	2795- 3389	40,664
6110	ENVIRONMENTAL HEALTH TECH II		54.8	1329-1611	2	56.6	1450-1756	3154- 3819	45,832
6120	ENVIRONMENTAL HEALTH INSPECTOR	Z	60.7	1765-2145	28	62.5	1927-2342	4191- 5094	61,126
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR	Z	62.2	1899-2309	29	64.0	2074-2521	4511- 5483	65,798
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	63.7	2043-2483	7	65.5	2230-2711	4850- 5896	70,757
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV	Z	67.7	2483-3018	1	69.5	2711-3295	5896- 7167	86,000
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV	Z	65.7	2252-2737	1	67.5	2459-2989	5348- 6501	78,013
6137	ASSISTANT INDUSTRIAL HYGIENIST	Z	55.9	1401-1698	6	57.7	1528-1853	3323- 4030	48,363
6138	INDUSTRIAL HYGIENIST	Z	61.7	1853-2252	9	63.5	2023-2459	4400- 5348	64,180
6139	SR INDUSTRIAL HYGIENIST, DPH	Z	63.7	2043-2483	8	65.5	2230-2711	4850- 5896	70,757
6140	HAZARDOUS MATERIALS PERMIT PROG MGR	Z	63.7	2043-2483	2	65.5	2230-2711	4850- 5896	70,757
6141	MANAGER, OFFICE OF HEALTH AND SAFETY		65.7	2252-2737	1	67.5	2459-2989	5348- 6501	78,013
6144	DIRECTOR OF TOXICS AND SAFETY SERVS	Z	67.7	2483-3018	1	69.5	2711-3295	5896- 7167	86,000
6216	SEWER SAFETY INSPECTOR		51.2	1120-1355	0	53.0	1220-1477	2654- 3212	38,550
8121	INVESTIGATOR, PROTECTIVE SERVICES, P.U.C	Z	57.1	1484-1800	1	58.9	1618-1965	3519- 4274	51,287
8124	INVESTIGATOR, OFF OF CITIZEN COMPLAINTS.	Z	57.1	1484-1800	8	58.9	1618-1965	3519- 4274	51,287
8126	SR INVEST, OFFICE OF CITIZEN COMP	Z	58.8	1611-1955	2	60.6	1756-2135	3819- 4644	55,724
8127	CHIEF INVEST, OFFICE OF CITIZEN COMP	Z	62.1	1890-2297	1	63.9	2063-2507	4487- 5453	65,433
8128	DIRECTOR, OFFICE OF CITIZEN COMPLAINTS	Z	66.3	2319-2819	1	68.1	2533-3080	5509- 6699	80,388
8129	VICTIM/WITNESS INVESTIGATOR I		52.1	1169-1414	1	53.9	1273-1543	2769- 3356	40,272
8131	VICTIM/WITNESS INVESTIGATOR II		54.0	1279-1550	1	55.8	1394-1690	3032- 3676	44,109
8132	DISTRICT ATTORNEY'S INVESTIGATIVE ASST	Z	52.1	1169-1414	5	53.9	1273-1543	2769- 3356	40,272
8133	VICTIM/WITNESS INVESTIGATOR III	Z	57.6	1520-1844	1	59.4	1658-2014	3606- 4380	52,565
8135	ASST CHIEF VICTIM/WITNESS INVESTIGATOR	Z	60.6	1756-2135	1	62.4	1918-2332	4172- 5072	60,865
8137	CHIEF VICTIM/WITNESS INVESTIGATOR	Z	63.6	2033-2472	1	65.4	2221-2700	4831- 5873	70,470
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	53.5	1249-1513	1	55.3	1362-1650	2962- 3589	43,065
8140	RETIREMENT SYSTEM INVESTIGATOR	Z	53.5	1249-1513	0	55.3	1362-1650	2962- 3589	43,065
8141	WORKER'S COMPENSATION ADJUSTER	Z	55.1	1349-1634	16	56.9	1470-1782	3197- 3876	46,510
8142	PUBLIC DEFENDER'S INVESTIGATOR	Z	57.1	1484-1800	10	58.9	1618-1965	3519- 4274	51,287
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR		58.8	1611-1955	2	60.6	1756-2135	3819- 4644	55,724
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY	Z	63.6	2033-2472	0	65.4	2221-2700	4831- 5873	70,470
8145	PRINCIPAL PUBLIC DEFENDER'S INVEST	Z	61.4	1827-2221	0	63.2	1994-2424	4337- 5272	63,266

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * INVESTIGATIONS AND CODE ENFORCEMENT *
* (OTHER THAN CONSTRUCTION) *

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX ANNUAL EQUIV
*8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	57.1	1484-1800	21	58.9	1618-1965	3519- 4274	51,287
8147	SENIOR DISTRICT ATTORNEY'S INVEST.....	Z	58.8	1611-1955	16	60.6	1756-2135	3819- 4644	55,724
8148	CHIEF DISTRICT ATTORNEY'S INVEST.....	Z	65.9	2274-2764	1	67.7	2483-3018	5401- 6564	78,770
8149	ASST CHIEF DIST ATTORNEY'S INVEST.....	Z	60.1	1714-2084	1	61.9	1871-2274	4069- 4946	59,351
8150	PRIN DIST ATTYS INVESTIGATOR,SPEC UNIT..	Z	64.9	2166-2632	1	66.7	2365-2874	5144- 6251	75,011
8151	CLAIMS INVESTIGATOR, CITY ATTYS OFF.....		59.9	1698-2063	5	61.7	1853-2252	4030- 4898	58,777
8152	SR CLAIMS INVESTIGATOR, CITY ATTY OFF...		61.9	1871-2274	1	63.7	2043-2483	4444- 5401	64,806
8153	PRINCIPAL CLAIMS INVEST, CITY ATTY OFF..	Z	64.1	2084-2533	2	65.9	2274-2764	4946- 6012	72,140
8154	CONSUMER MEDIATION REPRESENTATIVE.....		49.8	1047-1267	0	51.6	1141-1381	2482- 3004	36,044
8155	CHIEF, BU OF CLAIMS INVEST & ADMIN.....	Z	70.0	2779-3378	1	71.8	3035-3689	6601- 8024	96,283
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	50.9	1104-1336	0	52.7	1203-1457	2617- 3169	38,028
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	54.0	1279-1550	44	55.8	1394-1690	3032- 3676	44,109
8159	FAMILY SUPPORT INVESTIGATOR III.....		57.6	1520-1844	10	59.4	1658-2014	3606- 4380	52,565
8160	ASST CHIEF, FAMILY SUPPORT INVEST.....	Z	60.6	1756-2135	2	62.4	1918-2332	4172- 5072	60,865
8161	CHIEF, FAMILY SUPPORT INVESTIGATOR.....	Z	63.6	2033-2472	1	65.4	2221-2700	4831- 5873	70,470
8165	WORKER'S COMPENSATION SUPERVISOR I.....	Z	60.0	1706-2074	5	61.8	1862-2264	4050- 4924	59,090
8166	WORKER'S COMPENSATION SUPERVISOR II.....	Z	64.0	2074-2521	1	65.8	2264-2752	4924- 5986	71,827
8167	WORKER'S COMPENSATION DIVISION MANAGER..	Z	67.4	2449-2977	1	69.2	2672-3248	5812- 7064	84,773
9155	CLAIMS INVESTIGATOR.....		59.9	1698-2063	12	61.7	1853-2252	4030- 4898	58,777
9156	SENIOR CLAIMS INVESTIGATOR.....		61.9	1871-2274	1	63.7	2043-2483	4444- 5401	64,806
9157	CLAIMS ADJUSTER.....		61.9	1871-2274	6	63.7	2043-2483	4444- 5401	64,806
9158	ASSISTANT CLAIMS AGENT.....	Z	64.1	2084-2533	1	65.9	2274-2764	4946- 6012	72,140
9160	SENIOR CLAIMS ADJUSTER.....		63.7	2043-2483	1	65.5	2230-2711	4850- 5896	70,757
9161	GENERAL CLAIMS AGENT.....	Z	67.7	2483-3018	1	69.5	2711-3295	5896- 7167	86,000

NUMBER OF CLASSES THIS BENCHMARK..... 61
NUMBER OF POSITIONS THIS BENCHMARK..... 310

1991-92 SALARY SCHEDULE 62.6 APPROX $4210 - $4665 - $5119 MO.
$24.20 - $26.81 - $29.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	59	24.20	26.82	29.43		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
PRIVATE BAY AREA	562	26.22	28.63	30.76	16090.06	00.0	0			0			0%	0	0	0- 0- 0- 0
ALAMEDA COUNTY	19	26.85	29.78	32.70	565.82	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	20	20.00	30.16	40.31	603.20	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	106	20.00	30.16	40.31	3196.96	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
MARIN COUNTY	12	33.66	35.55	37.43	426.60	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	8	24.10	27.12	30.13	216.96	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	25	23.25	24.25	25.25	606.25	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	23	23.25	24.25	25.25	557.75	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	4	22.83	23.82	24.80	95.28	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF BERKELEY	1	30.77	34.27	37.77	34.27	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
TOTALS 10	780	....			22,393.15											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 28.71 HR. 4995 MO.
RATE RANGE 25.84 TO 31.58 HR. 4496 TO 5494 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8176 TRIAL ATTORNEY - CIVIL AND CRIMINAL..... *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8162	RENT BOARD HEARING OFFICER.....		59.1	1634-1985	4	60.5	1748-2124	3802- 4620	55,436
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	59.1	1634-1985	22	60.5	1748-2124	3802- 4620	55,436
*8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL....	Z	62.6	1936-2354	59	64.0	2074-2521	4511- 5483	65,798
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	66.1	2297-2793	50	67.5	2459-2989	5348- 6501	78,013
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	70.1	2793-3396	78	71.5	2989-3633	6501- 7902	94,821
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	72.6	3155-3836	12	74.0	3378-4106	7347- 8931	107,167
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	71.6	3005-3653	39	73.0	3217-3910	6997- 8504	102,051
8183	ASST CHIEF ATTORNEY II (CIVIL AND CRIM).	Z	73.6	3313-4028	4	75.0	3547-4311	7715- 9376	112,517
8184	CHIEF ATTORNEY II.....	Z	74.8	3513-4270	6	76.2	3760-4570	8178- 9940	119,277
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	73.2	3248-3948	1	74.6	3479-4229	7567- 9198	110,377
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	70.1	2793-3396	1	71.5	2989-3633	6501- 7902	94,821
8190	ATTORNEY, TAX COLLECTOR.....	Z	71.2	2946-3581	1	72.6	3155-3836	6862- 8343	100,120
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	71.6	3005-3653	1	73.0	3217-3910	6997- 8504	102,051
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	73.8	3346-4067	1	75.2	3581-4352	7789- 9466	113,587

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 279

SAL750

8214 PARKING CONTROL OFFICER

1991-92 SALARY SCHEDULE 46.2 APPROX $1918 - $2119 - $2320 MO.
$11.02 - $12.18 - $13.33 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	281	11.03	12.19	13.34		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
CITY OF BERKELEY	24	12.53	12.90	13.26	309.60	40.0	16	Y	Y	12	Y	N	9%	133	351	10-15-20-30
CITY OF DALY CITY	6	11.23	12.44	13.65	74.64	40.0	13	Y	Y	12	Y	N	6%	148	321	10-15-20-25
CITY OF OAKLAND	17	12.51	13.23	13.95	224.91	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
CITY OF SAN JOSE	35	11.34	12.56	13.78	439.60	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
CITY OF LOS ANGELES	558	12.44	13.95	15.45	7784.10	40.0	13	N	N	12	Y	N	18%	160	453	10-15-18-23
CITY OF SAN DIEGO	52	9.97	10.98	11.99	570.96	40.0	9	Y	Y	0	Y	N	6%	128	221	17-22-27-27
TOTALS 6	692		....		9,403.81											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.59 HR. 2364 MO.
RATE RANGE 12.23 TO 14.95 HR. 2128 TO 2601 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8214 PARKING CONTROL OFFICER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
7454	TRAFFIC SIGNAL OPERATOR	43.2	766- 925	1	45.5	854-1032	1857- 2245	26,935
8213	POLICE SERVICES AIDE	51.8	1152-1394	21	54.1	1285-1558	2795- 3389	40,664
*8214	PARKING CONTROL OFFICER	46.2	882-1067	281	48.5	984-1191	2140- 2590	31,085
8216	SENIOR PARKING CONTROL OFFICER	50.0	1057-1279	26	52.3	1180-1429	2567- 3108	37,297
8274	POLICE CADET		731- 731	4		815- 815	1773- 1773	21,272
9209	AIRPORT POLICE SERVICES AIDE	48.5	984-1191	80	50.8	1099-1329	2390- 2891	34,687

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 413

SAF750 8238 POLICE COMMUNICATIONS DISPATCHER

1991-92 SALARY SCHEDULE 51.5 APPROX $2470 - $2740 - $2990 MO.
$14.20 - $15.69 - $17.18 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO. HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	113	14.20	15.70	17.19		40.0	14	N	N	13	N	Y	15%	164	164	[illegible]
ALAMEDA COUNTY	40	14.85	16.35	17.85	654.00	40.0	13	N	N	13	Y	Y	9%	149	396	[illegible]
CONTRA COSTA COUNTY	12	14.92	15.69	16.45	188.28	40.0	13	Y	Y	12	Y	Y	8%	199	439	[illegible]
CONTRA COSTA COUNTY	34	15.45	17.12	18.79	582.08	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	15	14.75	16.25	17.75	243.75	40.0	11	Y	N	12	Y	N	12%	161	428	[illegible]
SAN MATEO COUNTY	22	15.58	17.53	19.47	385.66	40.0	12	Y	Y	12	Y	Y	15%	152	427	13-16-21-24
SANTA CLARA COUNTY	28	14.50	16.01	17.52	448.28	40.0	11	Y	N	12	Y	Y	7%	145	353	[illegible]
SANTA CLARA COUNTY	39	16.17	17.86	19.54	696.54	40.0	11	Y	N	12	Y	Y	7%	145	353	[illegible]
CITY OF DALY CITY	16	13.73	15.22	16.70	243.52	40.0	13	Y	Y	12	Y	N	6%	148	321	[illegible]
CITY OF OAKLAND	60	14.22	16.11	18.00	966.60	37.5	13	Y	Y	12	Y	N	10%	148	393	[illegible]
CITY OF RICHMOND	11	13.85	15.15	16.44	166.65	00.0	0			0			0%	0	0	0- 0- 0- 0
CITY OF SUNNYVALE	11	19.73	21.86	23.98	240.46	40.0	11	Y	Y	10	Y	N	8%	204	377	[illegible]
TOTALS 11	288	....			4,815.82											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.72 HR. 2909 MO.

R A T E R A N G E 15.05 TO 18.39 HR. 2618 TO 3199 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8238 POLICE COMMUNICATIONS DISPATCHER..... *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
1704	COMMUNICATIONS DISPATCHER I.....		47.2	925-1120	7	48.6	989-1197	2151- 2603	31,242
1705	COMMUNICATIONS DISPATCHER II.....		49.2	1018-1232	12	50.6	1088-1316	2366- 2862	34,348
1706	TELEPHONE OPERATOR.....		44.7	822- 994	11	46.1	878-1062	1910- 2310	27,718
1708	SENIOR TELEPHONE OPERATOR.....		46.7	903-1093	33	48.1	966-1169	2101- 2543	30,511
1710	CHIEF TELEPHONE OPERATOR.....		49.7	1042-1261	1	51.1	1114-1349	2423- 2934	35,209
8234	FIRE ALARM DISPATCHER.....		54.6	1316-1596	4	56.0	1407-1706	3060- 3711	44,527
8236	CHIEF FIRE ALARM DISPATCHER.....		58.1	1558-1890	0	59.5	1666-2023	3624- 4400	52,800
*8238	POLICE COMMUNICATIONS DISPATCHER.....		51.5	1136-1375	113	52.9	1214-1470	2640- 3197	38,367
8239	SR. POLICE COMMUNICATIONS DISPATCHER ...		54.5	1310-1588	9	55.9	1401-1698	3047- 3693	44,318
8240	POLICE COMMUNICATIONS SHIFT SUPERV[illegible]R..		58.2	1565-1899	3	59.6	1674-2033	3641- 4422	53,061
9202	AIRPORT COMMUNICATIONS DISPATCHER.....		50.5	1083-1410	30	51.9	1158-1401	2519- 3047	36,566
9203	SR. AIRPORT COMMUNICATIONS DISPATCHER...		52.5	1191-1443	8	53.9	1273-1543	2769- 3356	40,272
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....		57.2	1491-1809	2	58.6	1596-1936	3471- 4211	50,530
9205	AIRPORT COMMUNICATIONS COORDINATOR.....	Z	63.0	1975-2401	1	64.4	2115-2571	4600- 5592	67,103

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 234

SAE750

8260 CRIMINALIST............................

1991-92 SALARY SCHEDULE 58.8 APPROX $3503 - $3878 - $4252 MO.
$20.13 - $22.28 - $24.43 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
						.... F R I N G E				B E N E F I T S				....		
CITY & COUNTY SAN FRANCISCO	7	20.14	22.29	24.44		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
ALAMEDA COUNTY	0	19.98	21.99	23.99	0.00	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	10	21.91	24.16	26.41	241.60	37.5	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	0	18.42	20.41	22.39	0.00	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-3[illegible]
CONTRA COSTA COUNTY	8	21.31	23.61	25.90	188.88	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
SAN MATEO COUNTY	9	21.07	23.71	26.34	213.39	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	0	18.54	20.49	22.44	0.00	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	9	21.40	23.65	25.89	212.85	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
CITY OF OAKLAND	6	23.55	24.81	26.06	148.86	37.5	13	Y	Y	12	Y	N	10%	148	393	10-15-19-30
TOTALS 8	42	....			1,005.58											

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WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 23.94 HR. 4165 MO.
R A T E R A N G E 21.55 TO 26.33 HR. 3749 TO 4581 MO.

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8260 CRIMINALIST *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
8249	FINGERPRINT TECHNICIAN I		48.6	989-1197	0	50.1	1062-1285	2310- 2795	33,539
8250	FINGERPRINT TECHNICIAN II		50.0	1057-1279	24	51.5	1136-1375	2471- 2991	35,888
8251	FINGERPRINT TECHNICIAN III		51.5	1136-1375	6	53.0	1220-1477	2654- 3212	38,550
*8260	CRIMINALIST	Z	58.8	1611-1955	7	60.3	1731-2104	3765- 4576	54,914
8262	SENIOR CRIMINALIST	Z	63.8	2053-2496	2	65.3	2209-2685	4805- 5840	70,079
8264	FORENSIC DOCUMENT EXAMINER	Z	58.8	1611-1955	1	60.3	1731-2104	3765- 4576	54,914

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 40

SAE750 8304 DEPUTY SHERIFF...........................

1991-92 SALARY SCHEDULE 54.1 APPROX $2794 - $3091 - $3388 MO.
$16.06 - $17.76 - $19.47 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	313	16.06	17.77	19.48		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
ALAMEDA COUNTY	630	17.53	19.41	21.28	12228.30	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	283	16.20	17.95	19.70	5079.85	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	12	17.39	19.25	21.10	231.00	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	161	16.47	18.53	20.59	2983.33	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	34	17.51	19.40	21.28	659.60	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
TOTALS 5	1,120	....			21,182.08											

FRINGE BENEFITS (WORK WEEK through VAC columns)

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 18.91 HR. 3290 MO.
RATE RANGE 17.02 TO 20.80 HR. 2961 TO 3619 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
7270	WATERSHED KEEPER SUPERVISOR		53.1	1226-1484	2	54.4	1304-1580	2836- 3437	41,238
7470	WATERSHED KEEPER		51.8	1152-1394	20	53.1	1226-1484	2667- 3228	38,732
7542	WATERSHED WORKER (SEASONAL AS NEEDED)			10.61 HR	0		11.30 HR		
8201	SCHOOL CROSSING GUARD			8.43 HR	0		8.98 HR		
8202	SECURITY GUARD		45.6	858-1037	12	46.9	912-1104	1984- 2401	28,814
8203	SCHOOL PATROL AIDE		49.6	1037-1255	3	50.9	1104-1336	2401- 2906	34,870
8204	INSTITUTIONAL POLICE OFFICER	Z	52.8	1208-1463	44	54.1	1285-1558	2795- 3389	40,664
8205	INSTITUTIONAL POLICE SERGEANT	Z	55.0	1342-1626	12	56.3	1429-1731	3108- 3765	45,179
8206	INSTITUTIONAL POLICE CAPTAIN		59.0	1626-1975	3	60.3	1731-2104	3765- 4576	54,914
8207	BUILDING AND GROUNDS PATROL OFFICER		49.6	1037-1255	51	50.9	1104-1336	2401- 2906	34,870
8208	PARK PATROL OFFICER		49.6	1037-1255	13	50.9	1104-1336	2401- 2906	34,870
8209	INSTITUTIONAL POLICE LIEUTENANT		57.0	1477-1791	2	58.3	1573-1909	3421- 4152	49,825
8210	HEAD PARK PATROL OFFICER		54.0	1279-1550	2	55.3	1362-1650	2962- 3589	43,065
8211	STATION OFFICER		54.1	1285-1558	3	55.4	1368-1658	2975- 3606	43,274
8221	CHIEF, PROTECTIVE SERVICES,PUC	Z	65.7	2252-2737	1	67.0	2401-2918	5222- 6347	76,160
8222	HOUSING AUTHORITY POLICE OFFICER	Z	55.1	1349-1634	14	56.4	1436-1740	3123- 3785	45,414
8223	HOUSING AUTHORITY POLICE SERGEANT	Z	58.2	1565-1899	2	59.5	1666-2023	3624- 4400	52,800
8224	HOUSING AUTHORITY POLICE LIEUTENANT		61.5	1835-2230	1	62.8	1955-2377	4252- 5170	62,040
8226	MUSEUM GUARD		49.6	1037-1255	46	50.9	1104-1336	2401- 2906	34,870
8228	SENIOR MUSEUM GUARD		51.8	1152-1394	2	53.1	1226-1484	2667- 3228	38,732
8230	CHIEF MUSEUM GUARD		54.0	1279-1550	1	55.3	1362-1650	2962- 3589	43,065
8272	TECH INSTRUCT ASST, CAMPUS CONTROL		46.6	899-1088	1	47.9	956-1158	2079- 2519	30,224
8280	ENVIRONMENTAL CONTROL OFFICER		50.6	1088-1316	5	51.9	1158-1401	2519- 3047	36,566
8301	SHERIFF'S PROPERTY KEEPER		48.8	998-1208	0	50.1	1062-1285	2310- 2795	33,539
8303	SHERIFF'S CIVIL PROCESS ASSISTANT		49.8	1047-1267	0	51.1	1114-1349	2423- 2934	35,209
*8304	DEPUTY SHERIFF	Z	54.1	1285-1558	315	55.4	1368-1658	2975- 3606	43,274
8306	SENIOR DEPUTY SHERIFF	Z	56.2	1421-1723	82	57.5	1513-1835	3291- 3991	47,894
8308	SHERIFF'S SERGEANT	Z	58.2	1565-1899	36	59.5	1666-2023	3624- 4400	52,800
8310	SHERIFF'S LIEUTENANT		61.0	1791-2178	19	62.3	1909-2319	4152- 5044	60,526
8312	SHERIFF'S CAPTAIN	Z	63.8	2053-2496	4	65.1	2188-2660	4759- 5786	69,426
8314	CHIEF DEPUTY SHERIFF	Z	65.8	2264-2752	3	67.1	2412-2933	5246- 6379	76,551
8315	ASSISTANT SHERIFF		67.8	2496-3035	1	69.1	2660-3234	5786- 7034	84,407
8402	CRIME PREVENTION WORKER		49.6	1037-1255	45	50.9	1104-1336	2401- 2906	34,870
8404	SUPERVISING CRIME PREVENTION WORKER		53.4	1243-1506	3	54.7	1323-1603	2878- 3487	41,838
8486	ASST DIR, CRIME PREVENTION PROGRAM	Z	57.0	1477-1791	1	58.3	1573-1909	3421- 4152	49,825
9350	HARBOR POLICE OFFICER	Z	55.1	1349-1634	1	56.4	1436-1740	3123- 3785	45,414
9918	PUBLIC SERVICE AIDE-SECURITY			821- 821	0		874- 874	1901- 1901	22,811

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF..... *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	APPROX MID SALARY	APPROX MAX ANNUAL EQUIV.
9980	FIRE SAFETY TECHNICIAN.....	9.82 HR		0		10.46 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 98
NUMBER OF POSITIONS THIS BENCHMARK..... 750

1991-92 SALARY SCHEDULE 50.6

APPROX $2366 - $2614 - $2862 MO.
$13.60 - $15.02 - $16.45 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	69	13.60	15.03	16.45		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	0	18.33	20.31	22.28	0.00	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
ALAMEDA COUNTY	108	13.92	15.41	16.89	1664.28	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	25	14.91	16.50	18.09	412.50	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	9	12.13	13.44	14.74	120.96	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
CONTRA COSTA COUNTY	59	14.13	15.66	17.18	923.94	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	5	14.91	16.52	18.12	82.60	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
MARIN COUNTY	0	14.41	15.96	17.51	0.00	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	23	13.64	15.35	17.05	353.05	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	38	13.93	15.44	16.94	586.72	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	78	15.37	17.03	18.68	1328.34	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
TOTALS 10	345	....			5,472.39											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.86 HR. 2759 MO.
RATE RANGE 14.27 TO 17.45 HR. 2482 TO 3036 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8320 COUNSELOR-JUVENILE HALL *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
8316	ASSISTANT COUNSELOR		45.3	846-1022	0	46.5	895-1083	1947- 2356	28,266
8318	COUNSELOR II		52.6	1197-1450	7	53.8	1267-1535	2756- 3339	40,064
*8320	COUNSELOR-JUVENILE HALL		50.6	1088-1316	69	51.8	1152-1394	2506- 3032	36,383
8321	COUNSELOR-BOYS' RANCH SCHOOL		52.1	1169-1414	15	53.3	1237-1499	2690- 3260	39,124
8322	SENIOR COUNSELOR-JUVENILE HALL		54.6	1316-1596	9	55.8	1394-1690	3032- 3676	44,109
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL		54.9	1336-1618	2	56.1	1414-1714	3075- 3728	44,735
8324	SUPERVISING COUNSELOR, (JUVENILE COURT)		56.9	1470-1782	6	58.1	1558-1890	3389- 4111	49,329
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL	Z	58.6	1596-1936	1	59.8	1690-2053	3676- 4465	53,583
8330	DIRECTOR, LOG CABIN RANCH	Z	61.8	1862-2264	1	63.0	1975-2401	4296- 5222	62,666
8340	ASSISTANT DIRECTOR, JUVENILE HALL	Z	58.6	1596-1936	1	59.8	1690-2053	3676- 4465	53,583
8344	DIRECTOR, JUVENILE HALL	Z	64.1	2084-2533	1	65.3	2209-2685	4805- 5840	70,079

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 112

SAE750

8440 PROBATION OFFICER.......................

1991-92 SALARY SCHEDULE 54.4

APPROX $2836 - $3136 - $3436 MO.
$16.30 - $18.02 - $19.75 HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO HEALTH EMPL	FAMILY	VAC 1YR-5-15-MAX
						..........F R I N G E	B E N E F I T S.									
CITY & COUNTY SAN FRANCISCO	87	16.30	18.03	19.75		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
STATE OF CALIFORNIA	193	21.15	23.42	25.69	4520.06	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
STATE OF CALIFORNIA	19	21.15	23.42	25.69	444.98	40.0	13	Y	Y	12	Y	Y	12%	157	367	11-15-20-21
U. S. GOVERNMENT	5	13.31	15.31	17.30	76.55	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	6	16.10	18.52	20.93	111.12	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
U. S. GOVERNMENT	24	19.30	22.20	25.09	532.80	40.0	10	Y	Y	13	Y	N	9%	140	300	13-20-26-26
ALAMEDA COUNTY	200	15.82	17.57	19.31	3514.00	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
ALAMEDA COUNTY	103	17.54	19.40	21.25	1998.20	40.0	13	N	N	13	Y	Y	9%	149	396	10-15-20-20
CONTRA COSTA COUNTY	1	14.82	16.42	18.02	16.42	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
CONTRA COSTA COUNTY	112	16.25	18.00	19.75	2016.00	40.0	13	Y	Y	12	Y	Y	8%	199	439	15-15-20-35
MARIN COUNTY	21	15.21	16.85	18.48	353.85	40.0	11	Y	N	12	Y	N	12%	161	428	10-15-20-30
SAN MATEO COUNTY	12	16.05	18.06	20.06	216.72	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SAN MATEO COUNTY	104	16.98	19.10	21.22	1986.40	40.0	12	Y	Y	12	Y	Y	15%	152	327	13-16-21-24
SANTA CLARA COUNTY	53	16.14	17.88	19.61	947.64	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
SANTA CLARA COUNTY	181	17.78	19.70	21.62	3565.70	40.0	11	Y	N	12	Y	Y	7%	145	353	11-17-21-23
TOTALS 14	1,034		....		20,300.44											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN		19.63 HR.		3415 MO.
R A T E R A N G E	17.67 TO	21.59 HR.	3074 TO	3756 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER.....*

			1991-92			1992-93 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	60.4	1740-2115	0	62.2	1899-2309	4130- 5022	60,265
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	58.4	1580-1918	9	60.2	1723-2094	3748- 4554	54,653
8419	PRISONER SERVICES COUNSELOR.....		54.9	1336-1618	16	56.7	1457-1765	3169- 3839	46,067
8420	REHABILITATION SERVICES COORDINATOR.....	Z	56.9	1470-1782	2	58.7	1603-1946	3487- 4233	50,791
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....		47.6	943-1141	0	49.4	1027-1243	2234- 2704	32,442
8423	NEIGHBORHOOD COORDINATOR.....		51.6	1141-1381	0	53.4	1243-1506	2704- 3276	39,307
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	56.4	1436-1740	0	58.2	1565-1899	3404- 4130	49,564
8425	PROJECT COORDINATOR, SAFE.....	Z	58.4	1580-1918	0	60.2	1723-2094	3748- 4554	54,653
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	58.4	1580-1918	9	60.2	1723-2094	3748- 4554	54,653
*8440	PROBATION OFFICER.....		54.4	1304-1580	87	56.2	1421-1723	3091- 3748	44,970
8442	SENIOR PROBATION OFFICER.....		56.4	1436-1740	60	58.2	1565-1899	3404- 4130	49,564
8446	COURT ALTERNATIVE SPECIALIST I.....	Z	51.4	1131-1368	5	53.2	1232-1491	2680- 3243	38,915
8448	COURT ALTERNATIVE SPECIALIST II.....	Z	55.4	1368-1658	0	57.2	1491-1809	3243- 3935	47,215
8450	CRIMINAL JUSTICE SPECIALIST I.....		51.6	1141-1381	1	53.4	1243-1506	2704- 3276	39,307
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	58.0	1550-1881	7	59.8	1690-2053	3676- 4465	53,583
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	61.3	1818-2209	1	63.1	1985-2412	4317- 5246	62,953
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		54.1	1285-1558	1	55.9	1401-1698	3047- 3693	44,318
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	64.2	2094-2545	1	66.0	2287-2779	4974- 6044	72,532

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 199

SAF750

9220 AIRPORT OPERATIONS SUPERVISOR............

1991-92 SALARY SCHEDULE 59.7

APPROX $3658 - $4050 - $4443 MO.
$21.02 - $23.28 - [illegible] HR

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	9	21.03	23.35	25.66		40.0	14	N	N	13	N	Y	15%	164	164	10-15-20-20
CITY OF SAN JOSE	4	22.25	24.65	27.04	98.60	40.0	12	Y	Y	12	Y	N	14%	131	318	10-15-21-21
ORANGE COUNTY	1	23.49	29.45	35.40	29.45	40.0	12	Y	Y	12	Y	N	11%	267	521	10-15-20-20
SACRAMENTO COUNTY	1	28.90	30.38	31.86	30.38	40.0	13	Y	Y	15	Y	Y	10%	175	296	13-18-23-23
CITY OF LOS ANGELES	14	22.48	25.20	27.92	352.80	40.0	13	N	N	12	Y	N	18%	160	453	10-15-18-2[illegible]
TOTALS 4	20	....			511.23											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 25.56 HR. 4447 MO.
R A T E R A N G E 23.00 TO 28.12 HR. 4002 TO 4892 MO.

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR..... *

			.....1991-92.....			.....1992-93 RECOMMENDED RATES.....		
		SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5267	ASST AIRPORT NOISE ABATEMENT OFFICER.... Z	61.5	1835-2230	1	63.4	2014-2449	4380- 5327	63,919
5285	AIRPORT NOISE ABATEMENT OFFICER..... Z	63.9	2063-2507	1	65.8	2264-2752	4924- 5986	71,827
9212	AIRFIELD SAFETY OFFICER.....	56.0	1407-1706	26	57.9	1543-1871	3356- 4069	48,833
9213	SENIOR AIRFIELD SAFETY OFFICER.....	57.0	1477-1791	0	58.9	1618-1965	3519- 4274	51,287
*9220	AIRPORT OPERATIONS SUPERVISOR.....	59.7	1682-2043	9	61.6	1844-2242	4011- 4876	58,516
9222	AIRPORT OPERATIONS COORDINATOR..... Z	62.2	1899-2309	7	64.1	2084-2533	4533- 5509	66,111
9226	AIRPORT OPERATIONS SUPERINTENDENT..... Z	64.7	2145-2607	2	66.6	2354-2862	5120- 6225	74,698
9248	AIRPORT FACILITIES SERVICES MANAGER..... Z	60.5	1748-2124	1	62.4	1918-2332	4172- 5072	60,865
9250	AIRPORT MAINTENANCE SUPERVISOR..... Z	60.5	1748-2124	1	62.4	1918-2332	4172- 5072	60,865
9252	AIRPORT MAINTENANCE SUPERINTENDENT..... Z	64.7	2145-2607	1	66.6	2354-2862	5120- 6225	74,698
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS... Z	67.4	2449-2977	1	69.3	2685-3263	5840- 7097	85,164
9254	ASST TO THE DIR, BU OF COMM AFFAIRS..... Z	59.5	1666-2023	1	61.4	1827-2221	3974- 4831	57,968
9255	AIRPORT ECONOMIC PLANNER..... Z	63.9	2063-2507	2	65.8	2264-2752	4924- 5986	71,827
9256	AIRPORT ASST DEP DIR, OPERATIONS..... Z	67.4	2449-2977	2	69.3	2685-3263	5840- 7097	85,164
9258	AIRPORT ASST DEP DIR, BUS & FINANCE..... Z	67.4	2449-2977	2	69.3	2685-3263	5840- 7097	85,164
9260	AIRPORT ASST DEPUTY DIR, FAC OPER & MAIN Z	67.4	2449-2977	2	69.3	2685-3263	5840- 7097	85,164

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 59

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ADMINISTRATOR/MANAGER *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1101	DIRECTOR, PARKING & TRAFFIC COMMISSION..	Z	71.6	3005-3653	1				
1102	PARKING AUTHORITY ASSISTANT DIRECTOR....	Z	60.0	1706-2074	1				
1104	PARKING AUTHORITY DIRECTOR.....	Z	63.9	2063-2507	1				
1105	EXEC DIR , RENT ARBITRATION BOARD.....	Z	66.3	2319-2819	1				
1107	DEPUTY DIR, RENT ARBITRATION BOARD.....	Z	62.3	1909-2319	1				
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	68.0	2521-3064	1				
1111	EXEC DIRECTOR, RELOCATION APPEALS BOARD.	Z	57.9	1543-1871	1				
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	74.2	3410-4145	1				
1113	DEPUTY GEN MANAGER, RETIREMENT SYSTEM...	Z	70.3	2819-3426	1				
1125	DIVISION MANAGER, REGISTRAR OF VOTERS...	Z	59.9	1698-2063	4				
1126	PUBLIC ADMINISTRATOR.....	Z	67.4	2449-2977	1				
1128	REGISTRAR OF VOTERS.....	Z	66.3	2319-2819	1		**********		
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	60.1	1714-2084	1				
1132	RECORDER.....	Z	66.3	2319-2819	1	THE ADMINISTRATOR/MANAGER BENCHMARK IS			
1133	CHIEF DEPUTY RECORDER.....	Z	59.2	1642-1994	1	CURRENTLY PENDING WITH THE OBJECTIVE OF			
1136	ASSISTANT COUNTY CLERK.....	Z	63.7	2043-2483	0	DETERMINING THE MOST APPROPRIATE BENCHMARK			
1140	DEPUTY CLERK OF THE BOARD OF SUPERVISORS	Z	63.9	2063-2507	2	FOR THIS SERIES OF CLASSES AND ACQUIRING			
1142	COUNTY CLERK.....	Z	67.4	2449-2977	0	RELATED SALARY DATA.			
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	73.3	3263-3966	1				
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	69.0	2647-3217	1		*********		
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	68.1	2533-3080	2				
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	71.6	3005-3653	1				
1164	ADMINISTRATOR, SFGH MEDICAL CENTER.....	Z	81.3	4821-5860	1				
1168	DIRECTOR OF HEALTH.....	Z	77.2	3948-4799	1				
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	77.2	3948-4799	1				
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	71.1	2933-3566	1				
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	77.7	4044-4915	1				
1190	MAYOR.....	Z		4965-4965	1				
1283	DIRECTOR, EMPLOYEE RELATIONS DIVISION...	Z	70.0	2779-3378	1				
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	69.0	2647-3217	0				
1292	GENERAL MANAGER, PERSONNEL.....	Z	72.1	3080-3744	1				
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	58.9	1618-1965	1				
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APP....	Z	67.2	2424-2946	1				
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	72.6	3155-3836	1				
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z		3933-3933	1				
1680	CHIEF ASSISTANT CONTROLLER.....	Z	75.0	3547-4311	1				
1682	CONTROLLER.....	Z		4658-4658	1				

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ADMINISTRATOR/MANAGER *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	62.1	1890-2297	1				
1841	RATE ADMINISTRATOR	Z	64.9	2166-2632	1				
1849	MAYOR'S PROGRAM MANAGER	Z		2240-2240	3				
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	70.9	2902-3527	3				
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	75.4	3618-4397	1				
1887	MGR, BUREAU OF CLAIMS & CONTRACTS, PUC..	Z	71.2	2946-3581	0				
1890	MANAGER, DATA PROCESSING, SFUSD	Z	68.7	2607-3169	1				
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z		3694-3694	0				
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	72.6	3155-3836	0				
2143	HOSPITAL ASSISTANT ADMINISTRATOR	Z	66.4	2332-2835	7				
2145	HOSPITAL ASSOCIATE ADMINISTRATOR	Z	70.6	2862-3479	5				
2148	SENIOR HOSPITAL ASSOCIATE ADMINISTRATOR.	Z	73.5	3295-4006	0				
2171	ASSOC ADMIN, MEDICAL SERVICES, LHH	Z	73.5	3295-4006	1				
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL	Z	74.5	3460-4206	1				
2290	ZOO VETERINARIAN			2960-2960	1				
2581	ADMINISTRATIVE CORONER	Z	64.7	2145-2607	1				
2584	CHIEF MEDICAL EXAMINER - CORONER	Z	75.4	3618-4397	1				
2821	DIRECTOR OF HEALTH PROGRAM PLANNING	Z	67.5	2459-2989	1				
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	73.6	3313-4028	2				
2891	DEPUTY DIR FOR BUS & OPERS, DPH	Z	75.4	3618-4397	1				
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH	Z	73.8	3346-4067	0				
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	74.1	3396-4128	0				
2895	DEPUTY DIRECTOR FOR MENTAL HEALTH PROG..	Z	74.6	3479-4229	1				
2896	DEPUTY DIRECTOR FOR COMM HEALTH PROG	Z	74.6	3479-4229	1				
2953	DEPUTY GENERAL MANAGER, DSS	Z	73.6	3313-4028	1				
2969	ASST DIRECTOR, SOCIAL SERVS PROGRAMS	Z	65.2	2199-2672	12				
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	65.2	2199-2672	1				
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	70.8	2890-3513	3				
2974	GENERAL MANAGER, DEPT OF SOC SERVICES	Z	75.0	3547-4311	1				
2984	DEPUTY DIRECTOR, HUMAN RIGHTS COMM	Z	67.6	2472-3005	1				
2985	DEPUTY DIR,COMMISSION ON AGING	Z	63.1	1985-2412	1				
2986	DIRECTOR, HUMAN RIGHTS COMMISSION	Z	69.7	2737-3327	1				
2988	DIRECTOR, AGING PROGRAM	Z	66.5	2342-2847	1				
2999	EXEC DIR, COMM ON THE STATUS OF WOMEN..	Z	65.7	2252-2737	1				
3137	ASST GEN MGR FOR FIN & PROP, REC & PARK.	Z	68.5	2582-3138	0				
3138	ASSISTANT GENERAL MGR FOR ADMIN	Z	68.5	2582-3138	1				
3140	GENERAL MANAGER, REC-PARK DEPT	Z	72.6	3155-3836	1				

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THE ADMINISTRATOR/MANAGER BENCHMARK IS CURRENTLY PENDING WITH THE OBJECTIVE OF DETERMINING THE MOST APPROPRIATE BENCHMARK FOR THIS SERIES OF CLASSES AND ACQUIRING RELATED SALARY DATA.

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1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ADMINISTRATOR/MANAGER *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
3294	RECREATION SUPERINTENDENT	Z	68.5	2582-3138	1				
3338	ASSISTANT ZOO DIRECTOR, OPER AND MAINT	Z		1881-2287	1				
3339	ASSISTANT ZOO DIRECTOR, ANIMAL MANGMT	Z	64.0	2074-2521	1				
3340	ZOO DIRECTOR	Z	70.8	2890-3513	1				
3342	ZOO CURATOR	Z	61.8	1862-2264	3				
3350	PARKS SUPERINTENDENT	Z	68.5	2582-3138	1				
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS	Z	57.3	1499-1818	1				
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	66.9	2388-2902	1				
3562	DIRECTOR, CULTURAL AFFAIRS	Z	64.0	2074-2521	1				
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS	Z	75.7	3668-4458	1				
3584	DEPUTY DIR FOR OPER, FINE ARTS MUSEUMS	Z	66.5	2342-2847	0				
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS	Z	66.5	2342-2847	0		**********		
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS	Z	66.5	2342-2847	1				
3588	DEP DIR & CHIEF CURATOR, ASIAN ART MUS	Z	66.5	2342-2847	1	THE ADMINISTRATOR/MANAGER BENCHMARK IS			
3668	ASSISTANT CITY LIBRARIAN	Z	67.7	2483-3018	0	CURRENTLY PENDING WITH THE OBJECTIVE OF			
3670	CITY LIBRARIAN	Z	71.9	3047-3703	1	DETERMINING THE MOST APPROPRIATE BENCHMARK			
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	65.9	2274-2764	1	FOR THIS SERIES OF CLASSES AND ACQUIRING			
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR	Z	72.9	3199-3888	1	RELATED SALARY DATA.			
4144	ASSISTANT DIRECTOR OF PROPERTY	Z	68.8	2621-3187	1				
4150	DIRECTOR OF PROPERTY	Z	72.0	3064-3724	1		**********		
4282	CHIEF ASSISTANT ASSESSOR	Z	69.3	2685-3263	1				
4290	ASSESSOR	Z		4004-4004	1				
4373	DEPUTY TAX ADMINISTRATOR	Z	72.2	3093-3760	1				
4374	TAX ADMINISTRATOR	Z	73.2	3248-3948	1				
4384	CHIEF ASSISTANT TREASURER	Z	67.6	2472-3005	1				
4390	TREASURER	Z		4145-4145	1				
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT	Z	66.5	2342-2847	3				
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT	Z	67.5	2459-2989	1				
5115	DEPUTY DIRECTOR OF PLANNING	Z	71.6	3005-3653	1				
5116	DIRECTOR OF PLANNING	Z	74.6	3479-4229	1				
5122	ASSISTANT CITY ARCHITECT	Z	69.8	2752-3346	2				
5124	CITY ARCHITECT	Z	71.8	3035-3689	1				
5132	MANAGER, BUR OF WATER POLLUTION CONTROL	Z	71.4	2977-3618	1				
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL	Z	69.4	2700-3282	1				
5135	ASST SUPT OF STREET AND SEWER REPAIR	Z	64.8	2156-2621	3				
5136	SUPT OF STREET AND SEWER REPAIR	Z	66.8	2377-2890	1				
5139	DEPUTY GENERAL MANAGER, HETCH HETCHY	Z		3189-3189	1				

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ADMINISTRATOR/MANAGER *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5165	DEP GEN MGR, OPER & MAINT, WATER DEPT...	Z	71.1	2933-3566	1				
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	74.0	3378-4106	1				
5170	STREET CLEANING AND PLANTING SUPT.....	Z	66.8	2377-2890	1				
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	64.8	2156-2621	3				
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	74.0	3378-4106	1				
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z	72.5	3138-3815	1				
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	68.2	2545-3093	1				
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	74.0	3378-4106	1				
5189	MANAGER, UTILITIES ENGR BUREAU, PUC.....	Z		4202-4202	1				
5190	DIRECTOR OF PUBLIC WORKS.....	Z	77.2	3948-4799	1				
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...	Z	72.9	3199-3888	1				
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..	Z	73.6	3313-4028	1		**********		
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....	Z	74.0	3378-4106	1				
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z		3360-3360	1	THE ADMINISTRATOR/MANAGER BENCHMARK IS			
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z		2458-2458	1	CURRENTLY PENDING WITH THE OBJECTIVE OF			
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z		2904-2904	0	DETERMINING THE MOST APPROPRIATE BENCHMARK			
8196	PUBLIC DEFENDER.....	Z		4270-4270	1	FOR THIS SERIES OF CLASSES AND ACQUIRING			
8197	CITY ATTORNEY.....	Z		4484-4484	1	RELATED SALARY DATA.			
8198	DISTRICT ATTORNEY.....	Z		4484-4484	1				
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	63.1	1985-2412	0		**********		
8247	EMERGENCY PLANNING COORDINATOR.....	Z	58.8	1611-1955	0				
8348	UNDERSHERIFF.....	Z	68.8	2621-3187	1				
8350	SHERIFF.....	Z		3611-3611	1				
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	61.3	1818-2209	2				
8416	DIRECTOR, PROBATION SERVICES.....	Z	63.6	2033-2472	1				
8417	DIR, COMMUNITY PROGRAMS, JUVENILE PROB..	Z	63.6	2033-2472	1				
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	73.6	3313-4028	1				
8435	DIVISION DIRECTOR, ADULT PROBATION.....	Z	62.4	1918-2332	2				
8436	CHIEF ADULT PROBATION OFFICER.....	Z	70.0	2779-3378	1				
8488	DIRECTOR, CRIME PREVENTION PROGRAM.....		59.2	1642-1994	1				
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	71.2	2946-3581	1				
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	71.2	2946-3581	1				
9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	75.1	3566-4434	1				
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		71.2	2946-3581	1				
9193	DEP GEN. MGR, ADMIN, MUNI RAILWAY.....	Z	68.9	2632-3199	1				
9247	AIRPORT EMERGENCY PLANNING COORD.....	Z	58.8	1611-1955	1				
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	73.3	3263-3966	1				

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ADMINISTRATOR/MANAGER *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
3294	RECREATION SUPERINTENDENT	Z	68.5	2582-3138	1				
3338	ASSISTANT ZOO DIRECTOR, OPER AND MAINT..	Z		1881-2287	1				
3339	ASSISTANT ZOO DIRECTOR, ANIMAL MANGMT...	Z	64.0	2074-2521	1				
3340	ZOO DIRECTOR	Z	70.8	2890-3513	1				
3342	ZOO CURATOR	Z	61.8	1862-2264	3				
3350	PARKS SUPERINTENDENT	Z	68.5	2582-3138	1				
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	57.3	1499-1818	1				
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	66.9	2388-2902	1				
3562	DIRECTOR, CULTURAL AFFAIRS	Z	64.0	2074-2521	1				
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	75.7	3668-4458	1				
3584	DEPUTY DIR FOR OPER, FINE ARTS MUSEUMS..	Z	66.5	2342-2847	0				
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...	Z	66.5	2342-2847	0		**********		
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	66.5	2342-2847	1				
3588	DEP DIR & CHIEF CURATOR, ASIAN ART MUS..	Z	66.5	2342-2847	1		THE ADMINISTRATOR/MANAGER BENCHMARK IS		
3668	ASSISTANT CITY LIBRARIAN	Z	67.7	2483-3018	0		CURRENTLY PENDING WITH THE OBJECTIVE OF		
3670	CITY LIBRARIAN	Z	71.9	3047-3703	1		DETERMINING THE MOST APPROPRIATE BENCHMARK		
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	65.9	2274-2764	1		FOR THIS SERIES OF CLASSES AND ACQUIRING		
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...	Z	72.9	3199-3888	1		RELATED SALARY DATA.		
4144	ASSISTANT DIRECTOR OF PROPERTY	Z	68.8	2621-3187	1				
4150	DIRECTOR OF PROPERTY	Z	72.0	3064-3724	1		**********		
4282	CHIEF ASSISTANT ASSESSOR	Z	69.3	2685-3263	1				
4290	ASSESSOR	Z		4004-4004	1				
4373	DEPUTY TAX ADMINISTRATOR	Z	72.2	3093-3760	1				
4374	TAX ADMINISTRATOR	Z	73.2	3248-3948	1				
4384	CHIEF ASSISTANT TREASURER	Z	67.6	2472-3005	1				
4390	TREASURER	Z		4145-4145	1				
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	66.5	2342-2847	3				
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	67.5	2459-2989	1				
5115	DEPUTY DIRECTOR OF PLANNING	Z	71.6	3005-3653	1				
5116	DIRECTOR OF PLANNING	Z	74.6	3479-4229	1				
5122	ASSISTANT CITY ARCHITECT	Z	69.8	2752-3346	2				
5124	CITY ARCHITECT	Z	71.8	3035-3689	1				
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	71.4	2977-3618	1				
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	69.4	2700-3282	1				
5135	ASST SUPT OF STREET AND SEWER REPAIR....	Z	64.8	2156-2621	3				
5136	SUPT OF STREET AND SEWER REPAIR	Z	66.8	2377-2890	1				
5139	DEPUTY GENERAL MANAGER, HETCH HETCHY....	Z		3189-3189	1				

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ADMINISTRATOR/MANAGER *

			1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 BI-WEEKLY SALARY	1992-93 APPROX. MO. SALARY	1992-93 APPROX. MAX. ANNUAL EQUIV.
5165	DEP GEN MGR, OPER & MAINT, WATER DEPT...	Z	71.1	2933-3566	1				
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	74.0	3378-4106	1				
5170	STREET CLEANING AND PLANTING SUPT.....	Z	66.8	2377-2890	1				
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	64.8	2156-2621	3				
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	74.0	3378-4106	1				
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z	72.5	3138-3815	1				
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	68.2	2545-3093	1				
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	74.0	3378-4106	1				
5189	MANAGER, UTILITIES ENGR BUREAU, PUC.....	Z		4202-4202	1				
5190	DIRECTOR OF PUBLIC WORKS.....	Z	77.2	3948-4799	1				
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...	Z	72.9	3199-3888	1				
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..	Z	73.6	3313-4028	1		**********		
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....	Z	74.0	3378-4106	1				
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z		3360-3360	1	THE ADMINISTRATOR/MANAGER BENCHMARK IS			
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z		2458-2458	1	CURRENTLY PENDING WITH THE OBJECTIVE OF			
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z		2904-2904	0	DETERMINING THE MOST APPROPRIATE BENCHMARK			
8196	PUBLIC DEFENDER.....	Z		4270-4270	1	FOR THIS SERIES OF CLASSES AND ACQUIRING			
8197	CITY ATTORNEY.....	Z		4484-4484	1	RELATED SALARY DATA.			
8198	DISTRICT ATTORNEY.....	Z		4484-4484	1				
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	63.1	1985-2412	0		**********		
8247	EMERGENCY PLANNING COORDINATOR.....	Z	58.8	1611-1955	0				
8348	UNDERSHERIFF.....	Z	68.8	2621-3187	1				
8350	SHERIFF.....	Z		3611-3611	1				
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	61.3	1818-2209	2				
8416	DIRECTOR, PROBATION SERVICES.....	Z	63.6	2033-2472	1				
8417	DIR, COMMUNITY PROGRAMS, JUVENILE PROB..	Z	63.6	2033-2472	1				
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	73.6	3313-4028	1				
8435	DIVISION DIRECTOR, ADULT PROBATION.....	Z	62.4	1918-2332	2				
8436	CHIEF ADULT PROBATION OFFICER.....	Z	70.0	2779-3378	1				
8488	DIRECTOR, CRIME PREVENTION PROGRAM.....		59.2	1642-1994	1				
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	71.2	2946-3581	1				
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	71.2	2946-3581	1				
9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	75.1	3566-4334	1				
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		71.2	2946-3581	1				
9193	DEP GEN. MGR, ADMIN, MUNI RAILWAY.....	Z	68.9	2632-3199	1				
9247	AIRPORT EMERGENCY PLANNING COORD.....	Z	58.8	1611-1955	1				
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	73.3	3263-3966	1				

1992 - 1993
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ADMINISTRATOR/MANAGER *

		1991-92 SCHEDULE NUMBER	1991-92 BI-WEEKLY SALARY	1991-92 BUD POS	1992-93 RECOMMENDED RATES SCHEDULE NUMBER	1992-93 RECOMMENDED RATES BI-WEEKLY SALARY	1992-93 RECOMMENDED RATES APPROX. MO. SALARY	1992-93 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT Z	73.3	3263-3966	1				
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT Z	73.3	3263-3966	1				
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT Z	73.3	3263-3966	1				
9278	DIRECTOR OF AIRPORTS..... Z	76.3	3777-4591	1				
9778	DEPUTY EXECUTIVE DIRECTOR O.C.D..... Z		3254-3254	0				
9780	EXECUTIVE DIRECTOR O.C.D..... Z		3710-3710	0				
*9998	CLASSES RELATED TO MULTIPLE BENCHMARKS			0				

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THE ADMINISTRATOR/MANAGER BENCHMARK IS CURRENTLY PENDING WITH THE OBJECTIVE OF DETERMINING THE MOST APPROPRIATE BENCHMARK FOR THIS SERIES OF CLASSES AND ACQUIRING RELATED SALARY DATA.

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NUMBER OF CLASSES THIS BENCHMARK..... 155
NUMBER OF POSITIONS THIS BENCHMARK..... 180

GRAND TOTAL NUMBER OF CLASSES..... 1615
GRAND TOTAL NUMBER OF POSITIONS..... 21824